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ABSTRACT

This volume provides comparative data for faculty salaries in public and private colleges and universities, based on two surveys of 738 and 485 institutions conducted in 1988-89 and 1992-93 respectively. Data are provided for the following disciplines: Accounting; Anthropology; Biological Sciences/Life Sciences; Business Administration and Management; Business Management and Administrative Services; Business/Managerial Economics; Business Marketing and Marketing Management; Chemistry; Communications; Counselor Education/Student Counseling and Guidance Services; Curriculum and Instruction; Drama/Theater Arts; Economics; Education; Engineering; Engineering-Related Technologies; English Languages and Literatures/Letters; Foreign Languages and Literature; Geography; and Geology. A summary of the overall average salary increase between the baseline year of 1988-89 and the trend year, 1992-93, for both public and private institutions is presented for each discipline. Data from institutions participating in both years are compared with each other and with the consumer price index. Average salaries by rank, the faculty mix percentage, and comparisons with other disciplines and between the public and private institutions are also included. The participating institutions are listed. (GLR)

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ED 362 131

SALARY-TREND STUDIES OF FACULTY FOR THE YEARS 1989-90 AND 1992-93 IN THE FOLLOWING ACADEMIC DISCIPLINES/MAJOR FIELDS:

Accounting; Anthropology; Biological Sciences/Life Sciences; Business Administration and Management; Business Management and Administrative Services; Business/Managerial Economics; Business Marketing and Marketing Management; Chemistry; Communications; Counselor Education/Student Counseling and Guidance Services; Curriculum and Instruction; Drama/Theater Arts; Economics; Education; Engineering; Engineering-Related Technologies; English Languages and Literatures/Letters; Foreign Languages and Literatures; Geography; and Geology

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Foreword

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, DC, in cooperation with Appalachian State University in Boone, NC, have conducted annual national faculty salary surveys by discipline and rank each year through 1992-93. Two separate surveys are conducted each year, one for public senior colleges and universities and the other for private senior colleges and universities.

Salary data from the 1989-90 and 1992-93 surveys were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines/major fields, 20 of which are included herein in alphabetical order. The academic disciplines/major fields were chosen from among those defined by A Classification of Instructional Programs, 1990.

Each of the 20 academic disciplines/major fields herein presents a summary of the overall average salary increase in that academic discipline/major field from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private participating institutions. Of the 278 public institutions which participated in CUPA's public survey of 1989-90, 188 also participated in the 1992-93 survey. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's private survey of 1989-90, 297 also participated in the 1992-93 survey. Data from those same 297 institutions were used in both the baseline year and the trend year.

In addition to listing the average salaries in the 20 individual academic disciplines/major fields for both public and private participating institutions by rank, including "new assistant professor," and listing the faculty mix percentage (FAC MIX PCT) and the salary factor, comparisons are made in each of the 20 individual academic disciplines/major fields between the two public surveys and the two private surveys for each of the two study years (1989-90 and 1992-93) and with the CPI (Consumer Price Index) of changes in cost-of-living.

The list of all 39 selected academic disciplines/major fields surveyed is found in Appendix A of each academic discipline/major field article included herein, and the lists of all participating senior colleges and universities are found in Appendixes B (public) and C (private) of each academic discipline/major field article included herein.

HE026 739

SALARY-TREND STUDY OF FACULTY IN ACCOUNTING FOR THE YEARS 1989-90 AND 1992-93

By
Richard D. Howe
and
Rebecca Kaenzig

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including accounting. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of accounting in the CIP is as follows:

> An instructional program that prepares individuals to practice the profession of accounting and to perform related business functions. Includes instruction in accounting principles and theory, financial accounting, managerial accounting, cost accounting, budget control, tax accounting, legal aspects of accounting, auditing, reporting procedures, statement analysis, planning and consulting, business information systems, accounting research methods, professional standards and ethics, and applications to specific for-profit, public, and non-profit organizations.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 189--52.0301).]

This article presents a summary of the overall average salary increases in the discipline/major field of accounting from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of

1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of accounting for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .28 for associate professor of accounting in the 1989-90 public study means that 28 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of 1.20 for associate professors in the discipline/major field of accounting in the 1989-90 public study means that their average salary is 20 percent higher than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of accounting with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

DISCIPLINE: BUSINESS MANAGEMENT & ADMIN
MAJOR FIELD: ACCOUNTING

PUBLIC, 1989-90:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	56432	340	102	46412	377	115	40471	471	127	42017	93	60	28192	146	71	44874	1334	141
FAC MIX PCT:	0.25			0.28			0.35			0.07			0.11			1.00		
SALARY FACTOR:	1.18			1.20			1.27			1.36			1.16			1.16		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	47675	14459		38628	11578		31938	12067		30892	2249		24285	3029		38789	41133	188
FAC MIX PCT:	0.35			0.28			0.29			0.05			0.07			1.00		

DISCIPLINE: BUSINESS MANAGEMENT & ADMIN
MAJOR FIELD: ACCOUNTING

PUBLIC, 1992-93:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	62770	343	105	52396	423	126	46928	440	128	50581	45	34	30217	99	58	51596	1305	140
FAC MIX PCT:	0.26			0.32			0.34			0.03			0.08			1.00		
SALARY FACTOR:	1.20			1.23			1.32			1.48			1.14			1.21		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	52457	14885		42528	12077		35529	12869		34198	1862		26557	3029		42746	42860	188
FAC MIX PCT:	0.35			0.28			0.30			0.04			0.07			1.00		

DISCIPLINE: BUSINESS MANAGEMENT & ADMIN
MAJOR FIELD: ACCOUNTING

PRIVATE, 1989-90:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	56704	144	78	44599	280	116	37451	300	131	39355	53	45	29563	66	36	42835	790	172
FAC MIX PCT:	0.18			0.35			0.38			0.07			0.08			1.00		
SALARY FACTOR:	1.20			1.20			1.22			1.32			1.20			1.14		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	47390	8138		37041	8025		30809	8093		29894	1382		24640	1447		37657	25703	297
FAC MIX PCT:	0.32			0.31			0.31			0.05			0.06			1.00		

DISCIPLINE: BUSINESS MANAGEMENT & ADMIN
MAJOR FIELD: ACCOUNTING

PRIVATE, 1992-93:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	65465	145	84	52563	298	122	44587	303	150	46482	30	26	33843	49	35	50722	795	190
FAC MIX PCT:	0.18			0.37			0.38			0.04			0.06			1.00		
SALARY FACTOR:	1.21			1.24			1.27			1.39			1.21			1.17		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	54149	8627		42539	8327		35164	8585		33342	1122		27900	1349		43175	26888	297
FAC MIX PCT:	0.32			0.31			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of accounting was reported in 141 of the 188 public institutions. The average salary of the 1,334 faculty was $44,874. This average salary was approximately 15.7 percent higher than the average salary of $38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of accounting was reported in 140 of the same 188 public institutions. The average salary of the 1,305 faculty was $51,596. This average salary was approximately 20.7 percent higher than the average salary of $42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of accounting after three years in the public institutions studied was 15 percent ($51,596 minus $44,874 equals $6,722). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. In comparison with the CPI, there was a relative increase in accounting average faculty salaries over the three-year period by 2.1 percent or an average of .7 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent ($42,746 minus $38,789 equals $3,957). In comparison to the discipline/major field of accounting (15%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 4.8 percent (15% minus 10.2% equals 4.8%) less than faculty in the discipline/major field of accounting.

The reader may note that the faculty mix percentage in accounting is lower at the professor rank than at the assistant professor rank in the 1989-90 study: 25 percent vs. 35 percent, and in the 1992-93 study it is 26 percent vs. 34 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in accounting in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1989-90, 7 percent (93/1,334) vs. 5.5 percent (2,249/41,133), respectively; and lower in 1992-93, 3.4 percent (45/1,305) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of accounting was reported in 172 of the 297 private institutions. The average salary of the 790 faculty was $42,835. This average salary was 13.8 percent higher than the average salary of $37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/major field of accounting was reported in 190 of the same 297 private institutions. The average salary of the 795 faculty was $50,722. This average salary was 17.5 percent higher than the average salary of $43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in accounting after three years in the private institutions studied was 18.4 percent ($50,722 minus $42,835 equals $7,887). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 5.5 percent or 1.8 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent ($43,175 minus $37,657 equals $5,518). In comparison to the discipline/major field of accounting (18.4%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 3.7 percent (18.4% minus 14.7% equals 3.7%) less than faculty in accounting.

In the discipline/major field of accounting, the reader may note that the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank in both studies: 18 percent vs. 38 percent (1989-90), respectively; and 18 percent vs. 38 percent, (1992-93), respectively. The differences in the ranks of professsor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-90), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in accounting was higher than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 6.7 percent (53/790) vs. 5.4 percent (1,382/25,703), respectively, and lower in the 1992-93 private study: 3.8 percent (30/795) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of accounting and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 4,224 (3.1%) faculty in the discipline/major field of accounting participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of accounting in 1989-90 in the public and private studies were some 16 percent and 14 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of accounting in 1992-93 in the public and private studies were 21 percent and 17 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00) respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in accounting in the public institutions, received an average annual salary increase of .7 percent above the cost-of-living. In the private institutions the annual average salary increase was 1.8 percent above the cost-of-living.

Third, in the discipline/major field of accounting the professor rank FAC MIX PCTs are lower than those in the assistant professor rank in both the 1989-90 and 1992-93 public studies, and the same is true both in the 1989-90 and 1992-93 private studies. These data show that the discipline/major field of accounting in both the public and private studies is still an emerging discipline/major field in academia.

Finally, the hiring rate of new assistant professors in accounting in the 1989-90 public and private studies was higher than in ALL MAJOR FIELDS but lower in both the 1992-93 public and private studies.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of accounting is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education at Appalachian State University, Boone, North Carolina. Co-author Rebecca Kaenzig is an assistant professor of accounting at Appalachian State University.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ANTHROPOLOGY

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AND MARKETING MANAGEMENT

CHEMISTRY

COMMUNICATIONS

COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES

CURRICULUM AND INSTRUCTION

DRAMA/THEATER ARTS

ECONOMICS

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGES AND LITERATURES/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

SPEECH PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Boise State University (ID)
Bridgewater State College (MA)
California State University-Fullerton (CA)
California State University-Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, (The) The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Stroudsburg University (PA)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Francis Marion University (SC)
Frostburg State University (MD)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Georgia State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lander University (SC)
Lincoln University (MO)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Mississippi University for Women (MS)
Mississippi Valley State University (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorehead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
North Adams State College (MA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Potsdam College of SUNY (NY)
Queens College (CUNY) (NY)
Radford University (VA)
Ramapo College (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
Sangamon State University (IL)
Shepherd College (WV)
Sonoma State University (CA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud State University (MN)
State University College at Buffalo (NY)
State University College-Old Westbury (NY)
State University of New York College-Fredonia (NY)
State University of New York-Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & M University-Galveston Campus (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama-Huntsville (The) (AL)
University of Alaska Southeast (AK)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland-Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Minnesota Duluth (MN)
University of Missouri-St. Louis (MO)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina-Asheville (NC)
University of North Carolina-Charlotte (NC)
University of North Carolina-Greensboro (NC)
University of North Carolina-Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh-Bradford (PA)
University of Pittsburgh-Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of South Carolina-Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (The) (TN)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the District of Columbia (DC)
University of the Virgin Islands (VI)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Adrian College (MI)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Benedictine College (KS)
Bennett College (NC)
Bentley College (MA)
Berry College (GA)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Bluefield College (VA)
Boston University (MA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Brescia College (KY)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Bucknell University (PA)
Caldwell College (NJ)
Canisius College (NY)
Cardinal Stritch College (WI)
Caribbean University (PR)
Carlow College (PA)
Catawba College (NC)
Cedar Crest College (PA)
Centenary College of Louisiana (LA)
Central College (IA)
Central Wesleyan College (SC)
Christ College Irvine (CA)
Christian Brothers University (TN)
Clarke College (IA)
Coker College (SC)
Colby-Sawyer College (NH)
College of Mount Saint Vincent (NY)
College of Saint Mary (NE)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College Misericordia (PA)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eastern Mennonite College & Seminary (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College (IN)
Franklin Pierce College (NH)
Furman University (SC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grinnell College (IA)
Guilford College (NC)
GMI Engineering & Management Institute (MI)
Hampton University (VA)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Iona College (NY)
John Carroll University (OH)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
Lake Forest College (IL)
Lakeland College (WI)
Lebanon Valley College of Pennsylvania (PA)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis and Clark College (OR)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Loyola University, New Orleans (LA)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)

Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattan College (NY)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Milligan College (TN)
Millikin University (IL)
Mills College (CA)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich Univesrity (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of Holy Cross College (LA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Philadelphia College of Textiles and Science (PA)
Piedmont College (GA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
Reed College (OR)
Regis College (MA)
Regis University (CO)
Rhodes College (TN)
Rider College (NJ)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Bonaventure University (NY)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
Salve Regina University (RI)
Santa Clara University (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
St. Ambrose University (IA)
St. Edward's University (TX)
St. John's University (MN)
St. Mary's University (TX)
St. Norbert College (WI)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
The American University (DC)
The Catholic University of America (DC)
The College of Saint Rose (NY)
The Defiance College (OH)
The Johns Hopkins University (MD)
The Sage Colleges, Russell Sage College (NY)
The University of Charleston (WV)
The University of Findley (OH)
The University of Tulsa (OK)
Thomas More College (KY)
Transylvania University (KY)
Trinity College (DC)
Trinity College of Vermont (VT)
Tufts University (MA)
Tusculum College (TN)
Union College (NE)
University of Central Texas (TX)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
Utica College of Syracuse University (NY)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington College (MA)
Waynesburg College (PA)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell College (MD)
William Penn College (IA)
Wilmington College (OH)
Wingate College (NC)
Worcester Polytechnic Institute (MA)

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN ANTHROPOLOGY

FOR THE YEARS

1989-90 AND 1992-93

By
Richard D. Howe
and
Brian C. Bennett

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines/major fields including anthropology. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of anthropology in the CIP is as follows:

> An instructional program that describes the systematic study of human beings, their antecedents and related primates, and their cultural behavior and institutions, in comparative perspective. Includes instruction in biological/physical anthropology, primatology, human paleontology and prehistoric archelogy, hominid evolution, anthropological linguistics, ethnography, ethnology, ethnohistory, socio-culthural anthropology, psychological anthropology, research methods, and applications to areas such as medicine, forensic pathology, museum studies, and international affairs.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 143--45.0201).]

This article presents a summary of the overall average salary increases in the discipline/major field of anthropology from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of

1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of anthropology for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .29 for associate professor of anthropology in the 1989-90 public study means that 29 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .93 for associate professors in the discipline/major field of anthropology in the 1989-90 public study means that their average salary is 7 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of anthropology with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: ANTHROPOLOGY

PUBLIC, 1989-90:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	47266	140	55	36107	89	53	29791	74	41	28443	23	18	21900	3	3	39545	306	72
FAC MIX PCT:	0.46			0.29			0.24			0.08			0.01			1.00		
SALARY FACTOR:	0.99			0.93			0.93			0.92			0.90			1.02		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47675	14459		38628	11578		31938	12067		30892	2249		24285	3029		38789	41133	188
FAC MIX PCT:	0.35			0.28			0.29			0.05			0.07			1.00		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: ANTHROPOLOGY

PUBLIC, 1992-93:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	52968	137	61	40975	94	44	32902	85	45	31838	17	15	27108	4	4	43791	320	78
FAC MIX PCT:	0.43			0.29			0.27			0.05			0.01			1.00		
SALARY FACTOR:	1.01			0.96			0.93			0.93			1.02			1.02		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	52457	14885		42528	12077		35529	12869		34198	1862		26557	3029		42746	42860	188
FAC MIX PCT:	0.35			0.28			0.30			0.04			0.07			1.00		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: ANTHROPOLOGY

PRIVATE, 1989-90:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	48020	57	32	38320	54	28	29992	53	37	28104	13	12				38999	164	57
FAC MIX PCT:	0.35			0.33			0.32			0.08						1.00		
SALARY FACTOR:	1.01			1.03			0.97			0.94						1.04		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47390	8138		37041	8025		30809	8093		29894	1382		24640	1447		37657	25703	297
FAC MIX PCT:	0.32			0.31			0.31			0.05			0.06			1.00		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: ANTHROPOLOGY

PRIVATE, 1992-93:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	54132	73	40	42616	67	35	34418	43	31	34000	6	6	27989	5	4	44823	188	68
FAC MIX PCT:	0.39			0.36			0.23			0.03			0.03			1.00		
SALARY FACTOR:	1.00			1.00			0.98			1.02			1.00			1.04		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54149	8627		42539	8327		35164	8585		33342	1122		27900	1349		43175	26888	297
FAC MIX PCT:	0.32			0.31			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of anthropology was reported in 72 of the 188 public institutions. The average salary of the 306 faculty was $39,545. This average salary was approximately 1.9 percent higher than the average salary of $38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of anthropology was reported in 78 of the same 188 public institutions. The average salary of the 320 faculty was $43,791. This average salary was approximately 2.4 percent higher than the average salary of $42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of anthropology after three years in the public institutions studied was 10.7 percent ($43,791 minus $39,545 equals $4,246). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. In comparison with the CPI, there was a relative increase in anthropology average faculty salaries over the three-year period by 2.2 percent or an average of .7 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent ($42,746 minus $38,789 equals $3,957). In comparison to the discipline/major field of anthropology (10.7%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .5 percent (10.7% minus 10.2% equals .5%) less than faculty in the discipline/major field of anthropology.

The reader may note that the faculty mix percentage in anthropology is higher at the professor rank than at the assistant professor rank in the 1989-90 study: 46 percent vs. 24 percent, and in the 1992-93 study it is 43 percent vs. 27 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in anthropology in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1989-90, 7.5 percent (23/306) vs. 5.5 percent (2,249/41,133), respectively; and higher in 1992-93, 5.3 percent (17/320) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of anthropology was reported in 57 of the 297 private institutions. The average salary of the 164 faculty was $38,999. This average salary was 3.6 percent higher than the average salary of $37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/major field of anthropology was reported in 68 of the same 297 private institutions. The average salary of the 188 faculty was $44,823. This average salary was 3.8 percent higher than the average salary of $43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in anthropology after three years in the private institutions studied was 14.9 percent ($44,823 minus $38,999 equals $5,824). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 2 percent or .6 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent ($43,175 minus $37,657 equals $5,518). In comparison to the discipline/major field of anthropology (14.9%), therefore, the faculty in ALLL MAJOR FIELDS increased their salaries by .2 percent (14.9 minus 14.7 = .2) less than faculty in anthropology.

In the discipline/major field of anthropology, the reader may note that the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank in both studies: 35 percent vs. 32 percent (1989-90), respectively; and 39 percent vs. 23 percent, (1992-93), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-1990), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in anthropology was higher than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 7.9 percent (13/164) vs. 5.4 percent (1,382/25,703), respectively, and lower in the 1992-93 private study: 3.2 percent (6/188) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of anthropology and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 978 (.7%) faculty in the discipline/major field of anthropology participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the base line year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of anthropology in 1989-90 in the public and private studies were some two percent and four percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of anthropology in 1992-93 in the public and private studies were two and four percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00) respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in anthropology in the public institutions received a relative annual salary increase of .7 percent below the cost-of-living. In the private institutions the annual average salary increase was .6 percent above the cost-of-living.

Third, in the discipline/major field of anthropology the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1989-90 and 1992-93 public studies, and the same is true both in the 1989-90 and 1992-93 private studies. These data show that the discipline/major field of anthropology in both the public and private studies is an established field in academia.

Finally, the hiring rate of new assistant professors in anthropology in the 1989-90 and 1992-93 public studies and the 1989-90 private study were higher than in ALL MAJOR FIELDS but lower in the 1992-93 private study.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major ifeld of anthropology is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education at Appalachian State University, Boone, North Carolina. Co-author Brian C. Bennett is professor of anthropology at Appalachian State University.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ANTHROPOLOGY

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AND MARKETING MANAGEMENT

CHEMISTRY

COMMUNICATIONS

COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES

CURRICULUM AND INSTRUCTION

DRAMA/THEATER ARTS

ECONOMICS

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGES AND LITERATURES/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

SPEECH PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Boise State University (ID)
Bridgewater State College (MA)
California State University-Fullerton (CA)
California State University-Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, (The) The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Stroudsburg University (PA)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Francis Marion University (SC)
Frostburg State University (MD)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Georgia State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lander University (SC)
Lincoln University (MO)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Mississippi University for Women (MS)
Mississippi Valley State University (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorehead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
North Adams State College (MA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Potsdam College of SUNY (NY)
Queens College (CUNY) (NY)
Radford University (VA)
Ramapo College (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
Sangamon State University (IL)
Shepherd College (WV)
Sonoma State University (CA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud State University (MN)
State University College at Buffalo (NY)
State University College-Old Westbury (NY)
State University of New York College-Fredonia (NY)
State University of New York-Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & M University-Galveston Campus (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama-Huntsville (The) (AL)
University of Alaska Southeast (AK)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland-Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Minnesota Duluth (MN)
University of Missouri-St. Louis (MO)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina-Asheville (NC)
University of North Carolina-Charlotte (NC)
University of North Carolina-Greensboro (NC)
University of North Carolina-Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh-Bradford (PA)
University of Pittsburgh-Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of South Carolina-Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (The) (TN)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the District of Columbia (DC)
University of the Virgin Islands (VI)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Adrian College (MI)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Benedictine College (KS)
Bennett College (NC)
Bentley College (MA)
Berry College (GA)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Bluefield College (VA)
Boston University (MA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Brescia College (KY)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Bucknell University (PA)
Caldwell College (NJ)
Canisius College (NY)
Cardinal Stritch College (WI)
Caribbean University (PR)
Carlow College (PA)
Catawba College (NC)
Cedar Crest College (PA)
Centenary College of Louisiana (LA)
Central College (IA)
Central Wesleyan College (SC)
Christ College Irvine (CA)
Christian Brothers University (TN)
Clarke College (IA)
Coker College (SC)
Colby-Sawyer College (NH)
College of Mount Saint Vincent (NY)
College of Saint Mary (NE)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College Misericordia (PA)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eastern Mennonite College & Seminary (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College (IN)
Franklin Pierce College (NH)
Furman University (SC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grinnell College (IA)
Guilford College (NC)
GMI Engineering & Management Institute (MI)
Hampton University (VA)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Iona College (NY)
John Carroll University (OH)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
Lake Forest College (IL)
Lakeland College (WI)
Lebanon Valley College of Pennsylvania (PA)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis and Clark College (OR)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Loyola University, New Orleans (LA)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattan College (NY)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Milligan College (TN)
Millikin University (IL)
Mills College (CA)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich Univesrity (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of Holy Cross College (LA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Philadelphia College of Textiles and Science (PA)
Piedmont College (GA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
Reed College (OR)
Regis College (MA)
Regis University (CO)
Rhodes College (TN)
Rider College (NJ)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Bonaventure University (NY)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
Salve Regina University (RI)
Santa Clara University (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
St. Ambrose University (IA)
St. Edward's University (TX)
St. John's University (MN)
St. Mary's University (TX)
St. Norbert College (WI)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
The American University (DC)
The Catholic University of America (DC)
The College of Saint Rose (NY)
The Defiance College (OH)
The Johns Hopkins University (MD)
The Sage Colleges, Russell Sage College (NY)
The University of Charleston (WV)
The University of Findley (OH)
The University of Tulsa (OK)
Thomas More College (KY)
Transylvania University (KY)
Trinity College (DC)
Trinity College of Vermont (VT)
Tufts University (MA)
Tusculum College (TN)
Union College (NE)
University of Central Texas (TX)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
Utica College of Syracuse University (NY)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington College (MA)
Waynesburg College (PA)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell College (MD)
William Penn College (IA)
Wilmington College (OH)
Wingate College (NC)
Worcester Polytechnic Institute (MA)

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN BIOLOGICAL SCIENCES/LIFE SCIENCES FOR THE YEARS 1989-90 AND 1992-93

By
Richard D. Howe
and
Kimberly Murdock

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including biological sciences-/life sciences. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of biological sciences/life sciences in the CIP is as follows:

> A summary of groups of instructional programs that describe the scientific study of living organisms and their systems.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 114--26.).]

This article presents a summary of the overall average salary increases in the discipline/major field of biological sciences/life sciences from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from

those same 188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of biological sciences/life sciences for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .26 for associate professor of biological sciences/life sciences in the 1989-90 public study means that 26 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .96 for associate professors in the discipline/major field of biological sciences/life sciences in the 1989-90 public study means that their average salary is four percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of biological sciences/life sciences with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: LIFE SCIENCES																		
PUBLIC, 1989-90: MAJOR FIELD: BIOLOGICAL SCIENCES/LIFE SCIENCES																		
AVERAGE SALARY:	45781	1117	173	36953	596	169	30379	511	144	29300	107	70	22129	62	40	39395	2286	179
FAC MIX PCT:	0.49			0.26			0.22			0.05			0.03			1.00		
SALARY FACTOR:	0.96			0.96			0.95			0.95			0.91			1.02		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47675	14459		38628	11578		31938	12067		30892	2249		24285	3029		38789	41133	188
FAC MIX PCT:	0.35			0.28			0.29			0.05			0.07			1.00		
DISCIPLINE: LIFE SCIENCES																		
PUBLIC, 1992-93: MAJOR FIELD: BIOLOGICAL SCIENCES/LIFE SCIENCES																		
AVERAGE SALARY:	50381	1120	176	40658	621	163	33678	610	151	31929	124	83	25314	90	53	42808	2441	180
FAC MIX PCT:	0.46			0.25			0.25			0.05			0.04			1.00		
SALARY FACTOR:	0.96			0.96			0.95			0.93			0.95			1.00		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	52457	14885		42528	12077		35529	12869		34198	1862		26557	3029		42746	42860	188
FAC MIX PCT:	0.35			0.28			0.30			0.04			0.07			1.00		

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: LIFE SCIENCES																		
PRIVATE, 1989-90: MAJOR FIELD: BIOLOGICAL SCIENCES/LIFE SCIENCES																		
AVERAGE SALARY:	44854	536	207	34669	493	216	29276	314	174	26948	62	55	21878	31	25	37121	1374	270
FAC MIX PCT:	0.39			0.36			0.23			0.05			0.02			1.00		
SALARY FACTOR:	0.95			0.94			0.95			0.90			0.89			0.99		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47390	8138		37041	8025		30809	8093		29894	1382		24640	1447		37657	25703	297
FAC MIX PCT:	0.32			0.31			0.31			0.05			0.06			1.00		
DISCIPLINE: LIFE SCIENCES																		
PRIVATE, 1992-93: MAJOR FIELD: BIOLOGICAL SCIENCES/LIFE SCIENCES																		
AVERAGE SALARY:	51068	633	230	40498	468	211	33172	378	194	30506	60	51	25086	33	28	42755	1512	276
FAC MIX PCT:	0.42			0.31			0.25			0.04			0.02			1.00		
SALARY FACTOR:	0.94			0.95			0.94			0.91			0.90			0.99		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54149	8627		42539	8327		35164	8585		33342	1122		27900	1349		43175	26888	297
FAC MIX PCT:	0.32			0.31			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of biological sciences/life sciences was reported in 179 of the 188 public institutions. The average salary of the 2,286 faculty was $39,395. This average salary was approximately 1.6 percent higher than the average salary of $38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of biological sciences/life sciences was reported in 180 of the same 188 public institutions. The average salary of the 2,441 faculty was $42,808. This average salary was approximately .01 percent higher than the average salary of $42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of biological sciences/life sciences after three years in the public institutions studied was 8.7 percent ($42,808 minus $39,395 equals $3,413). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. In comparison with the CPI, there was a relative increase in biological sciences/life sciences average faculty salaries over the three-year period by 4.2 percent or an average of 1.4 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent ($42,746 minus $38,789 equals $3,957). In comparison to the discipline/major field of biological sciences/life sciences (8.7%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.5 percent (10.2% minus 8.7% equals 1.5%) more than faculty in the discipline/major field of biological sciences/life sciences.

The reader may note that the faculty mix percentage in biological sciences/-life sciences is higher at the professor rank than at the assistant professor rank in the 1989-90 study: 49 percent vs. 22 percent, and in the 1992-93 study it is 46 percent vs. 25 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in biological sciences/life sciences in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1989-90, 4.7 percent (107/2,286) vs. 5.5 percent (2,249/-41,133), respectively; and higher in 1992-93, 5.1 percent (124/2,441) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of biological sciences/life sciences was reported in 270 of the 297 private institutions. The average salary of the 1,374 faculty was $37,121. This average salary was 1.4 percent lower than the average salary of $37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/-major field of biological sciences/life sciences was reported in 276 of the same 297 private institutions. The average salary of the 1,512 faculty was $42,755. This average salary was 1 percent lower than the average salary of $43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in biological sciences/-life sciences after three years in the private institutions studied was 15.2 percent ($42,755 minus $37,121 equals $5,634). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 2.3 percent or .8 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent ($43,175 minus $37,657 equals $5,518). In comparison to the discipline/major field of biological sciences/life sciences (15.2%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by .5 percent (15.2% minus 14.7% equals .5%) less than faculty in biological sciences/life sciences.

In the discipline/major field of biological sciences/life sciences, the reader may note that the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank in both studies: 39 percent vs. 23 percent (1989-90), respectively; and 42 percent vs. 25 percent, (1992-93), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-1990), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in biological sciences/life sciences was lower than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 4.5 percent (62/1,374) vs. 5.4 percent (1,382/25,703), respectively, and lower in the 1992-93 private study: 4 percent (60/1,512) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of biological sciences/life sciences and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 7,613 (5.6%) faculty in the discipline/major field of biological sciences/life sciences participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of biological sciences/life sciences in 1989-90 in the public and private studies were some two percent above and one percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in biological sciences/life sciences in 1992-93 in the public and private studies were even with and one percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in biological sciences/life sciences in the public institutions received an average annual salary increase of 1.4 percent below the cost-of-living. In the private institutions the annual average salary increase was .8 percent above the cost-of-living.

Third, in the discipline/major field of biological sciences/life sciences the professor rank FAC MIX PCTs are significantly higher than those in the assistant professor rank in both the 1989-90 and 1992-93 public and private studies. These data show that biological sciences/life sciences is an established discipline in academia.

Finally, the hiring rate of new assistant professors in biological sciences/life sciences in the public studies was lower in 1989-90 and higher in 1992-93 than in ALL MAJOR FIELDS. In the private studies in comparison to ALL

MAJOR FIELDS, it was lower in both 1989-90 and 1992-93.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of biological sciences/life sciences is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

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APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF PUBLIC Participating Institutions, page 11
- C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ANTHROPOLOGY

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AND MARKETING MANAGEMENT

CHEMISTRY

COMMUNICATIONS

COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES

CURRICULUM AND INSTRUCTION

DRAMA/THEATER ARTS

ECONOMICS

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGES AND LITERATURES/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

SPEECH PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Boise State University (ID)
Bridgewater State College (MA)
California State University-Fullerton (CA)
California State University-Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, (The) The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Stroudsburg University (PA)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Francis Marion University (SC)
Frostburg State University (MD)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Georgia State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lander University (SC)
Lincoln University (MO)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Mississippi University for Women (MS)
Mississippi Valley State University (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorehead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
North Adams State College (MA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Potsdam College of SUNY (NY)
Queens College (CUNY) (NY)
Radford University (VA)
Ramapo College (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
Sangamon State University (IL)
Shepherd College (WV)
Sonoma State University (CA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud State University (MN)
State University College at Buffalo (NY)
State University College-Old Westbury (NY)
State University of New York College-Fredonia (NY)
State University of New York-Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & M University-Galveston Campus (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama-Huntsville (The) (AL)
University of Alaska Southeast (AK)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland-Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Minnesota Duluth (MN)
University of Missouri-St. Louis (MO)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina-Asheville (NC)
University of North Carolina-Charlotte (NC)
University of North Carolina-Greensboro (NC)
University of North Carolina-Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh-Bradford (PA)
University of Pittsburgh-Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of South Carolina-Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (The) (TN)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the District of Columbia (DC)
University of the Virgin Islands (VI)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Adrian College (MI)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Benedictine College (KS)
Bennett College (NC)
Bentley College (MA)
Berry College (GA)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Bluefield College (VA)
Boston University (MA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Brescia College (KY)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Bucknell University (PA)
Caldwell College (NJ)
Canisius College (NY)
Cardinal Stritch College (WI)
Caribbean University (PR)
Carlow College (PA)
Catawba College (NC)
Cedar Crest College (PA)
Centenary College of Louisiana (LA)
Central College (IA)
Central Wesleyan College (SC)
Christ College Irvine (CA)
Christian Brothers University (TN)
Clarke College (IA)
Coker College (SC)
Colby-Sawyer College (NH)
College of Mount Saint Vincent (NY)
College of Saint Mary (NE)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College Misericordia (PA)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eastern Mennonite College & Seminary (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College (IN)
Franklin Pierce College (NH)
Furman University (SC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grinnell College (IA)
Guilford College (NC)
GMI Engineering & Management Institute (MI)
Hampton University (VA)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Iona College (NY)
John Carroll University (OH)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
Lake Forest College (IL)
Lakeland College (WI)
Lebanon Valley College of Pennsylvania (PA)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis and Clark College (OR)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Loyola University, New Orleans (LA)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattan College (NY)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Milligan College (TN)
Millikin University (IL)
Mills College (CA)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich Univesrity (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of Holy Cross College (LA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Philadelphia College of Textiles and Science (PA)
Piedmont College (GA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
Reed College (OR)
Regis College (MA)
Regis University (CO)
Rhodes College (TN)
Rider College (NJ)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Bonaventure University (NY)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
Salve Regina University (RI)
Santa Clara University (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
St. Ambrose University (IA)
St. Edward's University (TX)
St. John's University (MN)
St. Mary's University (TX)
St. Norbert College (WI)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
The American University (DC)
The Catholic University of America (DC)
The College of Saint Rose (NY)
The Defiance College (OH)
The Johns Hopkins University (MD)
The Sage Colleges, Russell Sage College (NY)
The University of Charleston (WV)
The University of Findley (OH)
The University of Tulsa (OK)
Thomas More College (KY)
Transylvania University (KY)
Trinity College (DC)
Trinity College of Vermont (VT)
Tufts University (MA)
Tusculum College (TN)
Union College (NE)
University of Central Texas (TX)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
Utica College of Syracuse University (NY)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington College (MA)
Waynesburg College (PA)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell College (MD)
William Penn College (IA)
Wilmington College (OH)
Wingate College (NC)
Worcester Polytechnic Institute (MA)

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN BUSINESS ADMINISTRATION & MANAGEMENT FOR THE YEARS 1989-90 AND 1992-93

By
Richard D. Howe
and
Jeremy B. Fox

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including business administration and management. The disciplines were chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990. The definition of the discipline/major field of business administration and management in the _CIP_ is as follows:

> An instructional program that generally prepares individuals to plan, organize, direct, and control the functions and processes of a firm or organization. Includes instruction in management theory, human resources management and behavior, accounting and other quantitative methods, purchasing and logistics, organization and production, marketing,and business decision making.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990], p. 188--52.0201).]

This article presents a summary of the overall average salary increases in the discipline/major field of business administration and management from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of business administration and management for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .31 for associate professor of business administration and management in the 1989-90 public study means that 31 percent of the faculty in that discipline/-major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of 1.14 for associate professors in business administration and management in the 1989-90 public study means that their average salary is 14 percent higher than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of business administration and management with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATION MAJOR FIELD: BUSINESS ADMINISTRATION & MANAGEMENT																		
PUBLIC, 1989-90:																		
AVERAGE SALARY:	52392	514	119	44135	589	125	38809	584	128	41344	103	59	25608	197	78	42799	1884	138
FAC MIX PCT:	0.27			0.31			0.31			0.05			0.10			1.00		
SALARY FACTOR:	1.10			1.14			1.22			1.34			1.05			1.10		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47675	14459		38628	11578		31938	12067		30892	2249		24285	3029		38789	41133	188
FAC MIX PCT:	0.35			0.28			0.29			0.05			0.07			1.00		
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATION MAJOR FIELD: BUSINESS ADMINISTRATION & MANAGEMENT																		
PUBLIC, 1992-93:																		
AVERAGE SALARY:	58031	564	134	49526	583	135	45380	618	136	46187	98	60	30370	125	65	49441	1890	150
FAC MIX PCT:	0.30			0.31			0.33			0.05			0.07			1.00		
SALARY FACTOR:	1.11			1.16			1.28			1.35			1.14			1.16		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	52457	14885		42528	12077		35529	12869		34198	1862		26557	3029		42746	42860	188
FAC MIX PCT:	0.35			0.28			0.30			0.04			0.07			1.00		

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATION MAJOR FIELD: BUSINESS ADMINISTRATION & MANAGEMENT																		
PRIVATE, 1989-90:																		
AVERAGE SALARY:	50989	297	104	42154	436	130	34760	472	149	34188	66	54	26709	68	45	40648	1273	179
FAC MIX PCT:	0.23			0.34			0.37			0.05			0.05			1.00		
SALARY FACTOR:	1.08			1.14			1.13			1.14			1.08			1.08		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47390	8138		37041	8025		30809	8093		29894	1382		24640	1447		37657	25703	297
FAC MIX PCT:	0.32			0.31			0.31			0.05			0.06			1.00		
DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATION MAJOR FIELD: BUSINESS ADMINISTRATION & MANAGEMENT																		
PRIVATE, 1992-93:																		
AVERAGE SALARY:	59914	385	126	48620	571	170	41786	575	173	46314	54	34	29622	76	51	47982	1607	215
FAC MIX PCT:	0.24			0.36			0.36			0.03			0.05			1.00		
SALARY FACTOR:	1.11			1.14			1.19			1.39			1.06			1.11		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54149	8627		42539	8327		35164	8585		33342	1122		27900	1349		43175	26888	297
FAC MIX PCT:	0.32			0.31			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of business administration and management was reported in 138 of the 188 public institutions. The average salary of the 1,884 faculty was $42,799. This average salary was approximately 10.3 percent higher than the average salary of $38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of business administration and management was reported in 150 of the same 188 public institutions. The average salary of the 1,890 faculty was $49,441. This average salary was approximately 15.7 percent higher than the average salary of $42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of business administration and management after three years in the public institutions studied was 15.5 percent ($49,441 minus $42,799 equals $6,642). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. In comparison with the CPI, there was a relative increase in business administration and management average faculty salaries over the three-year period of 2.6 percent or an average of .9 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent ($42,746 minus $38,789 equals $3,957). In comparison to the discipline/major field of business administration and management (15.5%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 5.3 percent (15.5% minus 10.2% equals 5.3%) less than faculty in the discipline/major field of business administration and management.

The reader may note that the faculty mix percentage in business administration and management is lower at the professor rank than at the assistant professor rank in the 1989-90 study: 27 percent vs. 31 percent, and in the 1992-93 study it is 30 percent vs. 33 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in business administration and management in the public studies was the same as the hiring rate of ALL MAJOR FIELDS in 1989-90, 5.5 percent (103/1,884) vs. 5.5 percent (2,249/-41,133), respectively; and higher in 1992-93, 5.2 percent (98/1,890) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of business administration and management was reported in 179 of the 297 private institutions. The average salary of the 1,273 faculty was $40,648. This average salary was 7.9 percent higher than the average salary of $37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/-major field of business administration and management was reported in 215 of the same 297 private institutions. The average salary of the 1,607 faculty was $47,982. This average salary was 11.1 percent higher than the average salary of $43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in business administration and management after three years in the private institutions studied was 18 percent ($47,982 minus $40,648 equals $7,334). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 5.1 percent or 1.7 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent ($43,175 minus $37,657 equals $5,518). In comparison to the discipline/major field of business administration and management (18%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 3.3 percent (18% minus 14.7% equals 3.3%) less than faculty in business administration and management.

In the discipline/major field of business administration and management, the reader may note that the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank in both studies: 23 percent vs. 37 percent (1989-90), respectively; and 24 percent vs. 36 percent, (1992-93), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-1990), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in business administration and management was lower than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 5.2 percent (66/1,273) vs. 5.4 percent (1,382/25,703), respectively, and lower in the 1992-93 private study: 3.4 percent (54/1,607) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of business administration and management and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 6,654 (4.9%) faculty in the discipline/major field of business administration and management participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of business administration and management in 1989-90 in the public and private studies were some 10 percent and eight percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00). The average faculty salary factors for all ranks in the discipline/major field of business administration and management in 1992-93 in the public and private studies were 16 percent and 11 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00) respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in business administration and management in the public institutions received an average annual salary increase of .9 percent above the cost-of-living. In the private institutions the faculty received an average annual salary increase of 1.7 above the cost-of-living.

Third, in the discipline/major field of business administration and management the professor rank FAC MIX PCTs are lower than those in the assistant professor rank in both the 1989-90 and 1992-93 public studies, and the same is true both in the 1989-90 and 1992-93 private studies. These data show that business administration and management in both the public and private studies is still an emerging discipline/major field in academia.

Finally, the hiring rate of new assistant professors in business administration and management in the 1989-90 public study was the same as in ALL MAJOR FIELDS, however, it was higher in the 1992-93 study. Both in the 1989-90 and 1992-93 private studies, the hiring rate was lower than in ALL MAJOR FIELDS.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of business administration and management is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education at Appalachian State University, Boone, North Carolina. Co-author Jeremy B. Fox is an assistant professor of management at Appalachian State University.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ANTHROPOLOGY

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AND MARKETING MANAGEMENT

CHEMISTRY

COMMUNICATIONS

COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES

CURRICULUM AND INSTRUCTION

DRAMA/THEATER ARTS

ECONOMICS

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGES AND LITERATURES/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

SPEECH PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Boise State University (ID)
Bridgewater State College (MA)
California State University-Fullerton (CA)
California State University-Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, (The) The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Stroudsburg University (PA)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Francis Marion University (SC)
Frostburg State University (MD)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Georgia State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lander University (SC)
Lincoln University (MO)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Mississippi University for Women (MS)
Mississippi Valley State University (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorehead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
North Adams State College (MA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Potsdam College of SUNY (NY)
Queens College (CUNY) (NY)
Radford University (VA)
Ramapo College (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
Sangamon State University (IL)
Shepherd College (WV)
Sonoma State University (CA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud State University (MN)
State University College at Buffalo (NY)
State University College-Old Westbury (NY)
State University of New York College-Fredonia (NY)
State University of New York-Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & M University-Galveston Campus (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama-Huntsville (The) (AL)
University of Alaska Southeast (AK)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland-Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Minnesota Duluth (MN)
University of Missouri-St. Louis (MO)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina-Asheville (NC)
University of North Carolina-Charlotte (NC)
University of North Carolina-Greensboro (NC)
University of North Carolina-Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh-Bradford (PA)
University of Pittsburgh-Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of South Carolina-Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (The) (TN)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the District of Columbia (DC)
University of the Virgin Islands (VI)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Adrian College (MI)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Benedictine College (KS)
Bennett College (NC)
Bentley College (MA)
Berry College (GA)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Bluefield College (VA)
Boston University (MA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Brescia College (KY)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Bucknell University (PA)
Caldwell College (NJ)
Canisius College (NY)
Cardinal Stritch College (WI)
Caribbean University (PR)
Carlow College (PA)
Catawba College (NC)
Cedar Crest College (PA)
Centenary College of Louisiana (LA)
Central College (IA)
Central Wesleyan College (SC)
Christ College Irvine (CA)
Christian Brothers University (TN)
Clarke College (IA)
Coker College (SC)
Colby-Sawyer College (NH)
College of Mount Saint Vincent (NY)
College of Saint Mary (NE)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College Misericordia (PA)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eastern Mennonite College & Seminary (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
Faith Baptist Bible College &
  Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College (IN)
Franklin Pierce College (NH)
Furman University (SC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grinnell College (IA)
Guilford College (NC)
GMI Engineering & Management Institute (MI)
Hampton University (VA)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Iona College (NY)
John Carroll University (OH)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
Lake Forest College (IL)
Lakeland College (WI)
Lebanon Valley College of Pennsylvania (PA)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis and Clark College (OR)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Loyola University, New Orleans (LA)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattan College (NY)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Milligan College (TN)
Millikin University (IL)
Mills College (CA)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich Univesrity (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of Holy Cross College (LA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Philadelphia College of Textiles and Science (PA)
Piedmont College (GA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
Reed College (OR)
Regis College (MA)
Regis University (CO)
Rhodes College (TN)
Rider College (NJ)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Bonaventure University (NY)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
Salve Regina University (RI)
Santa Clara University (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
St. Ambrose University (IA)
St. Edward's University (TX)
St. John's University (MN)
St. Mary's University (TX)
St. Norbert College (WI)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
The American University (DC)
The Catholic University of America (DC)
The College of Saint Rose (NY)
The Defiance College (OH)
The Johns Hopkins University (MD)
The Sage Colleges, Russell Sage College (NY)
The University of Charleston (WV)
The University of Findley (OH)
The University of Tulsa (OK)
Thomas More College (KY)
Transylvania University (KY)
Trinity College (DC)
Trinity College of Vermont (VT)
Tufts University (MA)
Tusculum College (TN)
Union College (NE)
University of Central Texas (TX)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of LA Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
Utica College of Syracuse University (NY)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington College (MA)
Waynesburg College (PA)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell College (MD)
William Penn College (IA)
Wilmington College (OH)
Wingate College (NC)
Worcester Polytechnic Institute (MA)

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES FOR THE YEARS 1989-90 AND 1992-93

By
Richard D. Howe
and
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Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including business management and administrative services. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of business management and administrative services in the CIP is as follows:

> A summary of groups of instructional programs that prepare individuals to perform managerial, research, and technical support functions related to the commercial and/or non-profit production, buying, and selling of goods and services.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 187--52.).]

This article presents a summary of the overall average salary increases in the discipline/major field of business management and administrative services from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of business management and administrative services for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major

field who hold a given academic rank. For example, a FAC MIX PCT factor of .29 for associate professor of business management and administrative services in the 1989-90 public study means that 29 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of 1.14 for associate professors in the discipline/major field of business management and administrative services in the 1989-90 public study means that their average salary is 14 percent higher than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of business management and administrative services with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1989-90:	DISCIPLINE: BUSINESS MANAGEMENT & ADMIN MAJOR FIELD: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES																	
AVERAGE SALARY:	53082	293	62	43870	312	68	38924	351	65	40877	58	37	28368	105	38	43243	1061	74
FAC MIX PCT:	0.28			0.29			0.33			0.05			0.10			1.00		
SALARY FACTOR:	1.11			1.14			1.22			1.32			1.17			1.11		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	47675	14459		38628	11578		31938	12067		30892	2249		24285	3029		38789	41133	188
FAC MIX PCT:	0.35			0.28			0.29			0.05			0.07			1.00		
PUBLIC, 1992-93:	DISCIPLINE: BUSINESS MANAGEMENT & ADMIN MAJOR FIELD: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES																	
AVERAGE SALARY:	58102	242	44	48050	284	50	44390	290	46	45963	28	13	28796	95	26	47547	911	54
FAC MIX PCT:	0.27			0.31			0.32			0.03			0.10			1.00		
SALARY FACTOR:	1.11			1.13			1.25			1.34			1.08			1.11		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	52457	14885		42528	12077		35529	12869		34198	1862		26557	3029		42746	42860	188
FAC MIX PCT:	0.35			0.28			0.30			0.04			0.07			1.00		
PRIVATE, 1989-90:	DISCIPLINE: BUSINESS MANAGEMENT & ADMIN MAJOR FIELD: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES																	
AVERAGE SALARY:	57760	148	54	44641	236	82	38088	292	86	39278	51	31	28779	78	35	43037	754	111
FAC MIX PCT:	0.20			0.31			0.39			0.07			0.10			1.00		
SALARY FACTOR:	1.22			1.21			1.24			1.31			1.17			1.14		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	47390	8138		37041	8025		30809	8093		29894	1382		24640	1447		37657	25703	297
FAC MIX PCT:	0.32			0.31			0.31			0.05			0.06			1.00		
PRIVATE, 1992-93:	DISCIPLINE: BUSINESS MANAGEMENT & ADMIN MAJOR FIELD: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES																	
AVERAGE SALARY:	66380	65	25	50022	106	30	45719	134	34	45815	10	7	37517	15	10	50956	320	44
FAC MIX PCT:	0.20			0.33			0.42			0.03			0.05			1.00		
SALARY FACTOR:	1.23			1.18			1.30			1.37			1.34			1.18		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	54149	8627		42539	8327		35164	8585		33342	1122		27900	1349		43175	26888	297
FAC MIX PCT:	0.32			0.31			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of business management and administrative services was reported in 74 of the 188 public institutions. The average salary of the 1,061 faculty was $43,243. This average salary was approximately 11.5 percent higher than the average salary of $38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of business management and administrative services was reported in 54 of the same 188 public institutions. The average salary of the 911 faculty was $47,547. This average salary was approximately 11.2 percent higher than the average salary of $42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of business management and administrative services after three years in the public institutions studied was 10 percent ($47,547 minus $43,243 equals $4,304). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. In comparison with the CPI, there was a relative increase in business management and administrative services average faculty salaries over the three-year period by 2.9 percent or an average of .97 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent ($42,746 minus $38,789 equals $3,957). In comparison to the discipline/major field of business management and administrative services (10%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .2 percent (10.2% minus 10% equals .2%) more than faculty in the discipline/major field of business management and administrative services.

The reader may note that the faculty mix percentage in business management and administrative services is lower at the professor rank than at the assistant professor rank in the 1989-90 study: 28 percent vs. 33 percent, and in the 1992-93 study it is 27 percent vs. 32 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in business management and administrative services in the public studies was the same as the hiring rate of ALL MAJOR FIELDS in 1989-90, 5.5 percent (58/1,061) vs. 5.5 percent (2,249/41,133), respectively; and lower in 1992-93, 3.1 percent (28/911) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of business management and administrative services was reported in 111 of the 297 private institutions. The average salary of the 754 faculty was $43,037. This average salary was 14.3 percent higher than the average salary of $37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/-major field of business management and administrative services was reported in 44 of the same 297 private institutions. The average salary of the 320 faculty was $50,956. This average salary was 18 percent higher than the average salary of $43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in business management and administrative services after three years in the private institutions studied was 18.4 percent ($50,956 minus $43,037 equals $7,919). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 5.5 percent or 1.8 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent ($43,175 minus $37,657 equals $5,518). In comparison to the discipline/major field of business management and administrative services (18.4%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 3.7 percent (18.4% minus 14.7% equals 3.7%) less than faculty in business management and administrative services.

In the discipline/major field of business management and administrative services, the reader may note that the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank in both studies: 20 percent vs. 39 percent (1989-90), respectively; and 20 percent vs. 42 percent, (1992-93), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-1990), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in business management and administrative services was higher than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 6.8 percent (51/754) vs. 5.4 percent (1,382/25,703), respectively, and lower in the 1992-93 private study: 3.1 percent (10/320) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of business management and administrative services and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 3,046 (2.2%) faculty in the discipline/major field of business management and administrative services participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of business management and administrative services in 1989-90 in the public and private studies were some 11 percent and 14 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in business management and administrative services in 1992-93 in the public and private studies were 11 percent and 18 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in business management and administrative services in the public institutions received an average annual salary increase of .9 percent below the cost-of-living. In the private institutions the annual average salary increase was 1.8 percent above the cost-of-living.

Third, in the discipline/major field of business management and administrative services the professor rank FAC MIX PCTs are lower than those in the assistant professor rank in both the 1989-90 and 1992-93 public studies, and the same is even more true both in the 1989-90 and 1992-93 private studies. These data show that business management and administrative services in both the public and private studies is still an emerging discipline/major field in academia.

Finally, the hiring rate of new assistant professors in business management and administrative services was the same as in ALL MAJOR FIELDS in 1989-90 and lower in 1992-93. In the private institutions the hiring rate was higher than in ALL MAJOR FIELDS for 1989-90 and lower in 1992-93.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of business management and administrative services is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

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A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

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APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ANTHROPOLOGY

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AND MARKETING MANAGEMENT

CHEMISTRY

COMMUNICATIONS

COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES

CURRICULUM AND INSTRUCTION

DRAMA/THEATER ARTS

ECONOMICS

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGES AND LITERATURES/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

SPEECH PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Boise State University (ID)
Bridgewater State College (MA)
California State University-Fullerton (CA)
California State University-Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, (The) The Military College of
  South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the
  University of Virginia (VA)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Stroudsburg University (PA)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Francis Marion University (SC)
Frostburg State University (MD)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Georgia State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lander University (SC)
Lincoln University (MO)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Mississippi University for Women (MS)
Mississippi Valley State University (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorehead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
North Adams State College (MA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Potsdam College of SUNY (NY)
Queens College (CUNY) (NY)
Radford University (VA)
Ramapo College (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
Sangamon State University (IL)
Shepherd College (WV)
Sonoma State University (CA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud State University (MN)
State University College at Buffalo (NY)
State University College-Old Westbury (NY)
State University of New York College-Fredonia (NY)
State University of New York-Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & M University-Galveston Campus (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama-Huntsville (The) (AL)
University of Alaska Southeast (AK)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland-Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Minnesota Duluth (MN)
University of Missouri-St. Louis (MO)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina-Asheville (NC)
University of North Carolina-Charlotte (NC)
University of North Carolina-Greensboro (NC)
University of North Carolina-Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh-Bradford (PA)
University of Pittsburgh-Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of South Carolina-Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (The) (TN)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the District of Columbia (DC)
University of the Virgin Islands (VI)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Adrian College (MI)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Benedictine College (KS)
Bennett College (NC)
Bentley College (MA)
Berry College (GA)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Bluefield College (VA)
Boston University (MA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Brescia College (KY)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Bucknell University (PA)
Caldwell College (NJ)
Canisius College (NY)
Cardinal Stritch College (WI)
Caribbean University (PR)
Carlow College (PA)
Catawba College (NC)
Cedar Crest College (PA)
Centenary College of Louisiana (LA)
Central College (IA)
Central Wesleyan College (SC)
Christ College Irvine (CA)
Christian Brothers University (TN)
Clarke College (IA)
Coker College (SC)
Colby-Sawyer College (NH)
College of Mount Saint Vincent (NY)
College of Saint Mary (NE)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College Misericordia (PA)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eastern Mennonite College & Seminary (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College (IN)
Franklin Pierce College (NH)
Furman University (SC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grinnell College (IA)
Guilford College (NC)
GMI Engineering & Management Institute (MI)
Hampton University (VA)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Iona College (NY)
John Carroll University (OH)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
Lake Forest College (IL)
Lakeland College (WI)
Lebanon Valley College of Pennsylvania (PA)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis and Clark College (OR)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Loyola University, New Orleans (LA)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)

Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattan College (NY)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Milligan College (TN)
Millikin University (IL)
Mills College (CA)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich Univesrity (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of Holy Cross College (LA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Philadelphia College of Textiles and Science (PA)
Piedmont College (GA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
Reed College (OR)
Regis College (MA)
Regis University (CO)
Rhodes College (TN)
Rider College (NJ)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Bonaventure University (NY)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
Salve Regina University (RI)
Santa Clara University (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
St. Ambrose University (IA)
St. Edward's University (TX)
St. John's University (MN)
St. Mary's University (TX)
St. Norbert College (WI)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
The American University (DC)
The Catholic University of America (DC)
The College of Saint Rose (NY)
The Defiance College (OH)
The Johns Hopkins University (MD)
The Sage Colleges, Russell Sage College (NY)
The University of Charleston (WV)
The University of Findley (OH)
The University of Tulsa (OK)
Thomas More College (KY)
Transylvania University (KY)
Trinity College (DC)
Trinity College of Vermont (VT)
Tufts University (MA)
Tusculum College (TN)
Union College (NE)
University of Central Texas (TX)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of LA Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
Utica College of Syracuse University (NY)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington College (MA)
Waynesburg College (PA)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (OH)
Wingate College (NC)
Worcester Polytechnic Institute (MA)

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN BUSINESS/MANAGERIAL ECONOMICS FOR THE YEARS 1989-90 AND 1992-93

By
Richard D. Howe
and
Patricia E. Gaynor

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including business/managerial economics. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of business/managerial economics in the CIP is as follows:

> An instructional program that describes the application of economics principles to the analysis of the organization and operation of business enterprises. Includes instruction in monetary theory, banking and financial systems, theory of competition, pricing theory, wage and salary/incentive theory, analysis of markets, and applications of econometrics and quantitative methods to the study of particular business and business problems.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 192--52.0601).]

This article presents a summary of the overall average salary increases in the discipline/major field of business/managerial economics from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's

PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of business/managerial economics for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .29 for associate professor of business/managerial economics in the 1989-90 public study means that 29 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of 1.06 for associate professors in the discipline/major field of business/managerial economics in the 1989-90 public study means that their average salary is 6 percent higher than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of business/managerial economics with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1989-90: DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATION MAJOR FIELD: BUSINESS/MANAGERIAL ECONOMICS																		
AVERAGE SALARY:	51109	211	58	41009	170	58	36183	171	59	35897	36	24	26561	29	19	42535	581	73
FAC MIX PCT:	0.36			0.29			0.29			0.06			0.05			1.00		
SALARY FACTOR:	1.07			1.06			1.13			1.16			1.09			1.10		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47675	14459		38628	11578		31938	12067		30892	2249		24285	3029		38789	41133	188
FAC MIX PCT:	0.35			0.28			0.29			0.05			0.07			1.00		
PUBLIC, 1992-93: DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATION MAJOR FIELD: BUSINESS/MANAGERIAL ECONOMICS																		
AVERAGE SALARY:	57697	175	50	47474	168	53	42137	140	51	41529	17	15	32624	23	11	48858	506	58
FAC MIX PCT:	0.35			0.33			0.28			0.03			0.05			1.00		
SALARY FACTOR:	1.10			1.12			1.19			1.21			1.23			1.14		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	52457	14885		42528	12077		35529	12869		34198	1862		26557	3029		42746	42860	188
FAC MIX PCT:	0.35			0.28			0.30			0.04			0.07			1.00		
PRIVATE, 1989-90: DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATION MAJOR FIELD: BUSINESS/MANAGERIAL ECONOMICS																		
AVERAGE SALARY:	50075	130	63	40118	193	88	34414	206	81	35644	34	24	26989	28	20	39672	557	119
FAC MIX PCT:	0.23			0.35			0.37			0.06			0.05			1.00		
SALARY FACTOR:	1.06			1.08			1.12			1.19			1.10			1.05		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47390	8138		37041	8025		30809	8093		29894	1382		24640	1447		37657	25703	297
FAC MIX PCT:	0.32			0.31			0.31			0.05			0.06			1.00		
PRIVATE, 1992-93: DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATION MAJOR FIELD: BUSINESS/MANAGERIAL ECONOMICS																		
AVERAGE SALARY:	57007	119	53	46833	168	71	41510	132	60	40083	10	9	31173	14	10	47500	433	95
FAC MIX PCT:	0.27			0.39			0.30			0.02			0.03			1.00		
SALARY FACTOR:	1.05			1.10			1.18			1.20			1.12			1.10		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54149	8627		42539	8327		35164	8585		33342	1122		27900	1349		43175	26888	297
FAC MIX PCT:	0.32			0.31			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of business/managerial economics was reported in 73 of the 188 public institutions. The average salary of the 581 faculty was $42,535. This average salary was approximately 9.7 percent higher than the average salary of $38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of business/managerial economics was reported in 58 of the same 188 public institutions. The average salary of the 506 faculty was $48,858. This average salary was approximately 14.3 percent higher than the average salary of $42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of business/managerial economics after three years in the public institutions studied was 14.9 percent ($48,858 minus $42,535 equals $6,323). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. In comparison with the CPI, there was a relative increase in business/-managerial economics average faculty salaries over the three-year period of 2 percent or an average of .7 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent ($42,746 minus $38,789 equals $3,957). In comparison to the discipline/major field of business/managerial economics (14.9%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 4.7 percent (14.9% minus 10.2% equals 4.7%) less than faculty in the discipline/major field of business/managerial economics.

The reader may note that the faculty mix percentage in business/managerial economics is higher at the professor rank than at the assistant professor rank in the 1989-90 study: 36 percent vs. 29 percent, and in the 1992-93 study it is 35 percent vs. 28 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93).

Finally, the hiring rate of new assistant professors in business/managerial economics in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1989-90, 6.2 percent (36/581) vs. 5.5 percent (2,249/41,133), respectively; and lower in 1992-93, 3.4 percent (17/506) vs. 4.3 percent (1,862/-42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of business/managerial economics was reported in 119 of the 297 private institutions. The average salary of the 557 faculty was $39,672. This average salary was 5.4 percent higher than the average salary of $37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/-major field of business/managerial economics was reported in 95 of the same 297 private institutions. The average salary of the 433 faculty was $47,500. This average salary was 10 percent higher than the average salary of $43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in business/managerial economics after three years in the private institutions studied was 19.7 percent ($47,500 minus $39,672 equals $7,828). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 6.8 percent or 2.3 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent ($43,175 minus $37,657 equals $5,518). In comparison to the discipline/major field of business/managerial economics (19.7%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 5 percent (19.7% minus 14.7% equals 5.0%) less than faculty in business/managerial economics.

In the discipline/major field of business/managerial economics, the reader may note that the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank in both studies: 23 percent vs. 37 percent (1989-90), respectively; and 27 percent vs. 30 percent, (1992-93), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-1990), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in business/managerial economics was higher than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 6.1 percent (34/557) vs. 5.4 percent (1,382/25,703), respectively, and lower in the 1992-93 private study: 2.3 percent (10/433) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of business/managerial economics and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,077 (1.5%) faculty in the discipline/major field of business/managerial economics participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of business/managerial economics in 1989-90 in the public and private studies were some 10 percent and five percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of business/managerial economics in 1992-93 in the public and private studies were 14 percent and 10 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in business/managerial economics in the public institutions received an average annual salary .7 percent above the cost-of-living. In the private institutions the annual average salary increase was 2.3 percent above the cost-of-living.

Third, in the discipline/major field of business/managerial economics the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1989-90 and 1992-93 public studies, however, in both the 1989-90 and 1992-93 private studies, it is lower.

Finally, the hiring rate of new assistant professors in business/managerial economics in the 1989-90 public and private studies was higher than in ALL MAJOR FIELDS but lower in the 1992-93 public and private studies.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of business/managerial economics is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is professor of leadership and higher education at Appalachian State University, Boone, North Carolina. Co-author Patricia E. Gaynor is professor of economics at Appalachian State University.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ANTHROPOLOGY

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AND MARKETING MANAGEMENT

CHEMISTRY

COMMUNICATIONS

COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES

CURRICULUM AND INSTRUCTION

DRAMA/THEATER ARTS

ECONOMICS

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGES AND LITERATURES/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

SPEECH PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Boise State University (ID)
Bridgewater State College (MA)
California State University-Fullerton (CA)
California State University-Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, (The) The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Stroudsburg University (PA)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Francis Marion University (SC)
Frostburg State University (MD)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Georgia State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lander University (SC)
Lincoln University (MO)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Mississippi University for Women (MS)
Mississippi Valley State University (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorehead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
North Adams State College (MA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Potsdam College of SUNY (NY)
Queens College (CUNY) (NY)
Radford University (VA)
Ramapo College (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
Sangamon State University (IL)
Shepherd College (WV)
Sonoma State University (CA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud State University (MN)
State University College at Buffalo (NY)
State University College-Old Westbury (NY)
State University of New York College-Fredonia (NY)
State University of New York-Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & M University-Galveston Campus (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama-Huntsville (The) (AL)
University of Alaska Southeast (AK)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland-Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Minnesota Duluth (MN)
University of Missouri-St. Louis (MO)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina-Asheville (NC)
University of North Carolina-Charlotte (NC)
University of North Carolina-Greensboro (NC)
University of North Carolina-Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh-Bradford (PA)
University of Pittsburgh-Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of South Carolina-Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (The) (TN)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the District of Columbia (DC)
University of the Virgin Islands (VI)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Adrian College (MI)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Benedictine College (KS)
Bennett College (NC)
Bentley College (MA)
Berry College (GA)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Bluefield College (VA)
Boston University (MA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Brescia College (KY)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Bucknell University (PA)
Caldwell College (NJ)
Canisius College (NY)
Cardinal Stritch College (WI)
Caribbean University (PR)
Carlow College (PA)
Catawba College (NC)
Cedar Crest College (PA)
Centenary College of Louisiana (LA)
Central College (IA)
Central Wesleyan College (SC)
Christ College Irvine (CA)
Christian Brothers University (TN)
Clarke College (IA)
Coker College (SC)
Colby-Sawyer College (NH)
College of Mount Saint Vincent (NY)
College of Saint Mary (NE)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College Misericordia (PA)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eastern Mennonite College & Seminary (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College (IN)
Franklin Pierce College (NH)
Furman University (SC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grinnell College (IA)
Guilford College (NC)
GMI Engineering & Management Institute (MI)
Hampton University (VA)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Iona College (NY)
John Carroll University (OH)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
Lake Forest College (IL)
Lakeland College (WI)
Lebanon Valley College of Pennsylvania (PA)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis and Clark College (OR)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Loyola University, New Orleans (LA)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattan College (NY)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Milligan College (TN)
Millikin University (IL)
Mills College (CA)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich Univesrity (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of Holy Cross College (LA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Philadelphia College of Textiles and Science (PA)
Piedmont College (GA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
Reed College (OR)
Regis College (MA)
Regis University (CO)
Rhodes College (TN)
Rider College (NJ)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Bonaventure University (NY)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
Salve Regina University (RI)
Santa Clara University (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
St. Ambrose University (IA)
St. Edward's University (TX)
St. John's University (MN)
St. Mary's University (TX)
St. Norbert College (WI)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
The American University (DC)
The Catholic University of America (DC)
The College of Saint Rose (NY)
The Defiance College (OH)
The Johns Hopkins University (MD)
The Sage Colleges, Russell Sage College (NY)
The University of Charleston (WV)
The University of Findley (OH)
The University of Tulsa (OK)
Thomas More College (KY)
Transylvania University (KY)
Trinity College (DC)
Trinity College of Vermont (VT)
Tufts University (MA)
Tusculum College (TN)
Union College (NE)
University of Central Texas (TX)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
Utica College of Syracuse University (NY)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington College (MA)
Waynesburg College (PA)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (OH)
Wingate College (NC)
Worcester Polytechnic Institute (MA)

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN BUSINESS MARKETING AND MARKETING MANAGEMENT FOR THE YEARS 1989-90 AND 1992-93

By
Richard D. Howe and Ward B. Zimmerman

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including business marketing and marketing management. The disciplines were chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990. The definition of the discipline/major field of business marketing and marketing management in the _CIP_ is as follows:

> An instructional program that prepares individuals to undertake and manage the process of developing consumer audiences and moving products from producers to consumers. Includes instruction in buyer behavior and dynamics, principle of marketing research, demand analysis, cost-volume and profit relationships, pricing theory, marketing campaign and strategic planning, market segments, advertising methods, sales operations and management, consumer relations, retailing, and applications to specific products and markets.
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990], p. 198--52.1401).]

This article presents a summary of the overall average salary increases in the discipline/major field of business marketing and marketing management from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of business marketing and marketing management for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .25 for associate professor of business marketing and marketing management in the 1989-90 public study means that 25 percent of the faculty in that discipline/-major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of 1.18 for associate professors in business marketing and marketing management in the 1989-90 public study means that their average salary is 18 percent higher than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, business marketing and marketing management with the entire data base.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1989-90:	DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATION MAJOR FIELD: BUSINESS MARKETING AND MARKETING MANAGEMENT																	
AVERAGE SALARY:	55395	172	45	45485	126	51	41228	152	54	44532	35	24	27051	47	32	45869	497	68
FAC MIX PCT:	0.35			0.25			0.31			0.07			0.09			1.00		
SALARY FACTOR:	1.16			1.18			1.29			1.44			1.11			1.18		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	47675	14459		38628	11578		31938	12067		30892	2249		24285	3029		38789	41133	188
FAC MIX PCT:	0.35			0.28			0.29			0.05			0.07			1.00		
PUBLIC, 1992-93:	DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATION MAJOR FIELD: BUSINESS MARKETING AND MARKETING MANAGEMENT																	
AVERAGE SALARY:	59350	202	64	50856	193	70	48000	194	68	49261	26	22	30550	47	21	51182	636	90
FAC MIX PCT:	0.32			0.30			0.31			0.04			0.07			1.00		
SALARY FACTOR:	1.13			1.20			1.35			1.44			1.15			1.20		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	52457	14885		42528	12077		35529	12869		34198	1862		26557	3029		42746	42860	188
FAC MIX PCT:	0.35			0.28			0.30			0.04			0.07			1.00		
PRIVATE, 1989-90:	DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATION MAJOR FIELD: BUSINESS MARKETING AND MARKETING MANAGEMENT																	
AVERAGE SALARY:	62866	49	24	47000	86	38	42685	110	40	44753	18	12	26905	24	13	46332	269	55
FAC MIX PCT:	0.18			0.32			0.41			0.07			0.09			1.00		
SALARY FACTOR:	1.33			1.27			1.39			1.50			1.09			1.23		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	47390	8138		37041	8025		30809	8093		29894	1382		24640	1447		37657	25703	297
FAC MIX PCT:	0.32			0.31			0.31			0.05			0.06			1.00		
PRIVATE, 1992-93:	DISCIPLINE: BUSINESS MANAGEMENT & ADMINISTRATION MAJOR FIELD: BUSINESS MARKETING AND MARKETING MANAGEMENT																	
AVERAGE SALARY:	72465	62	31	54176	119	48	50187	113	47	50098	12	11	36228	24	19	54969	318	69
FAC MIX PCT:	0.19			0.37			0.36			0.04			0.08			1.00		
SALARY FACTOR:	1.34			1.27			1.43			1.50			1.30			1.27		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	54149	8627		42539	8327		35164	8585		33342	1122		27900	1349		43175	26888	297
FAC MIX PCT:	0.32			0.31			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of business marketing and marketing management was reported in 68 of the 188 public institutions. The average salary of the 497 faculty was $45,869. This average salary was approximately 18.3 percent higher than the average salary of $38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of business marketing and marketing management was reported in 90 of the same 188 public institutions. The average salary of the 636 faculty was $51,182. This average salary was approximately 19.7 percent higher than the average salary of $42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of business marketing and marketing management after three years in the public institutions studied was 11.6 percent ($51,182 minus $45,869 equals $5,313). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. In comparison with the CPI, there was a relative increase in business marketing and marketing management average faculty salaries over the three-year period by 1.3 percent or an average of .4 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent ($42,746 minus $38,789 equals $3,957). In comparison to the discipline/major field of business marketing and marketing management (11.6%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.4 percent (11.6% minus 10.2% equals 1.4%) less than faculty in the discipline/major field of business marketing and marketing management.

The reader may note that the faculty mix percentage in business marketing and marketing management is higher at the professor rank than at the assistant professor rank in the 1989-90 study: 35 percent vs. 31 percent, and in the 1992-93 study it is 32 percent vs. 31 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in business marketing and marketing management in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1989-90, 7 percent (35/497) vs. 5.5 percent (2,249/41,133), respectively; and lower in 1992-93, 4.1 percent (26/636) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of business marketing and marketing management was reported in 55 of the 297 private institutions. The average salary of the 269 faculty was $46,332. This average salary was 23 percent higher than the average salary of $37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/-major field of business marketing and marketing management was reported in 69 of the same 297 private institutions. The average salary of the 318 faculty was $54,969. This average salary was 27.3 percent higher than the average salary of $43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992 93 private study.

The increase in average salaries for all faculty in business marketing and marketing management after three years in the private institutions studied was

18.6 percent ($54,969 minus $46,332 equals $8,637). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 5.7 percent or 1.9 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent ($43,175 minus $37,657 equals $5,518). In comparison to the discipline/major field of business marketing and marketing management (18.6%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 3.9 percent (18.6% minus 14.7% equals 3.9%) less than faculty in business marketing and marketing management.

In the discipline/major field of business marketing and marketing management, the reader may note that the faculty mix percentage is significantly lower at the professor rank in comparison to the assistant professor rank in both studies: 18 percent vs. 41 percent (1989-90), respectively; and 19 percent vs. 36 percent, (1992-93), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-1990), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in business marketing and marketing management was higher than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 6.7 percent (18/269) vs. 5.4 percent (1,382/25,703), respectively, and lower in the 1992-93 private study: 3.8 percent (12/318) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of business marketing and marketing management and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,720 (1.3%) faculty in business marketing and marketing management participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of business marketing and marketing management in 1989-90 in the public and private studies were some 18 percent and 23 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in business marketing and marketing management in 1992-93 in the public and private studies were 20 percent and 27 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in business marketing and marketing management in the public institutions received an average annual salary increase of .4 percent below the cost-of-living. In the private institutions the annual average salary increase was 1.9 percent above the cost-of-living.

Third, in the discipline/major field of business marketing and marketing management the professor rank FAC MIX PCTs are slightly higher than those in the assistant professor rank in both the 1989-90 and 1992-93 public studies, but significantly lower in the 1989-90 and 1992-93 private studies. These data show that the private institutions organized their curricula of business marketing and marketing management later than did the public institutions.

Finally, the hiring rate of new assistant professors in business marketing and marketing management in the 1989-90 public and private studies was higher than in ALL MAJOR FIELDS but lower in both the 1992-93 public and private studies.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of business marketing and marketing management is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education at Appalachian State University, Boone, North Carolina. Co-author Ward B. Zimmerman is Vice Chancellor for Business Affairs and associate professor of finance, insurance and real estate at Appalachian State University.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ANTHROPOLOGY

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AND MARKETING MANAGEMENT

CHEMISTRY

COMMUNICATIONS

COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES

CURRICULUM AND INSTRUCTION

DRAMA/THEATER ARTS

ECONOMICS

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGES AND LITERATURES/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

SPEECH PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Boise State University (ID)
Bridgewater State College (MA)
California State University-Fullerton (CA)
California State University-Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, (The) The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Stroudsburg University (PA)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Francis Marion University (SC)
Frostburg State University (MD)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Georgia State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lander University (SC)
Lincoln University (MO)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Mississippi University for Women (MS)
Mississippi Valley State University (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorehead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
North Adams State College (MA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Potsdam College of SUNY (NY)
Queens College (CUNY) (NY)
Radford University (VA)
Ramapo College (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
Sangamon State University (IL)
Shepherd College (WV)
Sonoma State University (CA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud State University (MN)
State University College at Buffalo (NY)
State University College-Old Westbury (NY)
State University of New York College-Fredonia (NY)
State University of New York-Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & M University-Galveston Campus (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama-Huntsville (The) (AL)
University of Alaska Southeast (AK)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland-Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Minnesota Duluth (MN)
University of Missouri-St. Louis (MO)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina-Asheville (NC)
University of North Carolina-Charlotte (NC)
University of North Carolina-Greensboro (NC)
University of North Carolina-Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh-Bradford (PA)
University of Pittsburgh-Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of South Carolina-Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (The) (TN)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the District of Columbia (DC)
University of the Virgin Islands (VI)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Adrian College (MI)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Benedictine College (KS)
Bennett College (NC)
Bentley College (MA)
Berry College (GA)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Bluefield College (VA)
Boston University (MA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Brescia College (KY)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Bucknell University (PA)
Caldwell College (NJ)
Canisius College (NY)
Cardinal Stritch College (WI)
Caribbean University (PR)
Carlow College (PA)
Catawba College (NC)
Cedar Crest College (PA)
Centenary College of Louisiana (LA)
Central College (IA)
Central Wesleyan College (SC)
Christ College Irvine (CA)
Christian Brothers University (TN)
Clarke College (IA)
Coker College (SC)
Colby-Sawyer College (NH)
College of Mount Saint Vincent (NY)
College of Saint Mary (NE)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College Misericordia (PA)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eastern Mennonite College & Seminary (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College (IN)
Franklin Pierce College (NH)
Furman University (SC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grinnell College (IA)
Guilford College (NC)
GMI Engineering & Management Institute (MI)
Hampton University (VA)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Iona College (NY)
John Carroll University (OH)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
Lake Forest College (IL)
Lakeland College (WI)
Lebanon Valley College of Pennsylvania (PA)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis and Clark College (OR)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Loyola University, New Orleans (LA)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattan College (NY)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Milligan College (TN)
Millikin University (IL)
Mills College (CA)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich Univesrity (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of Holy Cross College (LA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Philadelphia College of Textiles and Science (PA)
Piedmont College (GA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
Reed College (OR)
Regis College (MA)
Regis University (CO)
Rhodes College (TN)
Rider College (NJ)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Bonaventure University (NY)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
Salve Regina University (RI)
Santa Clara University (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
St. Ambrose University (IA)
St. Edward's University (TX)
St. John's University (MN)
St. Mary's University (TX)
St. Norbert College (WI)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
The American University (DC)
The Catholic University of America (DC)
The College of Saint Rose (NY)
The Defiance College (OH)
The Johns Hopkins University (MD)
The Sage Colleges, Russell Sage College (NY)
The University of Charleston (WV)
The University of Findley (OH)
The University of Tulsa (OK)
Thomas More College (KY)
Transylvania University (KY)
Trinity College (DC)
Trinity College of Vermont (VT)
Tufts University (MA)
Tusculum College (TN)
Union College (NE)
University of Central Texas (TX)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
Utica College of Syracuse University (NY)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington College (MA)
Waynesburg College (PA)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell College (MD)
William Penn College (IA)
Wilmington College (OH)
Wingate College (NC)
Worcester Polytechnic Institute (MA)

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN CHEMISTRY FOR THE YEARS 1989-90 AND 1992-93

By
Richard D. Howe
and
George F. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including chemistry. The disciplines were chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990. The definition of the discipline/major field of chemistry in the _CIP_ is as follows:

> A group of instructional programs that generally describes the scientific study of the composition and behavior of matter, including its micro- and macro-structure, the processes of chemical change, and the theoretical description and laboratory simulation of these phenomena.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990], p. 130--40.0501).]

This article presents a summary of the overall average salary increases in the discipline/major field of chemistry from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460 institions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of chemistry for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major

field who hold a given academic rank. For example, a FAC MIX PCT factor of .23 for associate professor of chemistry in the 1989-90 public study means that 23 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .98 for associate professors in the discipline/major field of chemistry in the 1989-90 public study means that their average salary is two percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of chemistry with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF SALARY	NUM	N/IN	ASSO PROF SALARY	NUM	N/IN	ASST PROF SALARY	NUM	N/IN	NEW ASST PROF SALARY	NUM	N/IN	INSTRUCTOR SALARY	NUM	N/IN	ALL RANKS SALARY	NUM	N/IN
PUBLIC, 1989-90: DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: CHEMISTRY, GENERAL																		
AVERAGE SALARY:	47947	745	154	38022	319	125	30582	320	128	29695	67	57	23220	29	22	41266	1413	163
FAC MIX PCT:	0.53			0.23			0.23			0.05			0.02			1.00		
SALARY FACTOR:	1.01			0.98			0.96			0.96			0.96			1.06		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47675	14459		38628	11578		31938	12067		30892	2249		24285	3029		38789	41133	188
FAC MIX PCT:	0.35			0.28			0.29			0.05			0.07			1.00		
PUBLIC, 1992-93: DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: CHEMISTRY, GENERAL																		
AVERAGE SALARY:	52765	743	155	40567	316	131	33870	345	131	31855	59	49	25870	31	22	44955	1435	164
FAC MIX PCT:	0.52			0.22			0.24			0.04			0.02			1.00		
SALARY FACTOR:	1.01			0.95			0.95			0.93			0.97			1.05		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	52457	14885		42528	12077		35529	12869		34198	1862		26557	3029		42746	42860	188
FAC MIX PCT:	0.35			0.28			0.30			0.04			0.07			1.00		
PRIVATE, 1989-90: DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: CHEMISTRY, GENERAL																		
AVERAGE SALARY:	46481	518	205	34813	275	154	29474	242	148	27898	44	41	25148	21	19	39120	1056	258
FAC MIX PCT:	0.49			0.26			0.23			0.04			0.02			1.00		
SALARY FACTOR:	0.98			0.94			0.96			0.93			1.02			1.04		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47390	8138		37041	8025		30809	8093		29894	1382		24640	1447		37657	25703	297
FAC MIX PCT:	0.32			0.31			0.31			0.05			0.06			1.00		
PRIVATE, 1992-93: DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: CHEMISTRY, GENERAL																		
AVERAGE SALARY:	53140	531	208	40191	290	156	33515	275	174	32397	54	50	28691	17	15	44543	1113	262
FAC MIX PCT:	0.48			0.26			0.25			0.05			0.02			1.00		
SALARY FACTOR:	0.98			0.94			0.95			0.97			1.03			1.03		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54149	8627		42539	8327		35164	8585		33342	1122		27900	1349		43175	26888	297
FAC MIX PCT:	0.32			0.31			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of chemistry was reported in 163 of the 188 public institutions. The average salary of the 1,413 faculty was $41,266. This average salary was approximately 6.4 percent higher than the average salary of $38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of chemistry was reported in 164 of the same 188 public institutions. The average salary of the 1,435 faculty was $44,955. This average salary was approximately 5.2 percent higher than the average salary of $42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of chemistry after three years in the public institutions studied was 8.9 percent ($44,955 minus $41,266 equals $3,689). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year period, is 4 percent or 1.3 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent ($42,746 minus $38,789 equals $3,957). In comparison to the discipline/major field of chemistry (8.9), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.3 percent (10.2% minus 8.9% equals 1.3%) more than faculty in the discipline/major field of chemistry.

The reader may note that the faculty mix percentage in chemistry is significantly higher at the professor rank than at the assistant professor rank both in the 1989-90 study: 53 percent vs. 23 percent, and in the 1992-93 study, 52 percent vs. 24 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in chemistry in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1989-90, 4.7 percent (67/1413) vs. [illegible].5 percent (2,249/41,133), respectively; and lower in 1992-93, 4.1 percent (59/1435) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of chemistry was reported in 258 of the 297 private institutions. The average salary of the 1,056 faculty was $39,120. This average salary was 3.9 percent higher than the average salary of $37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/-major field of chemistry was reported in 262 of the same 297 private institutions. The average salary of the 1,113 faculty was $44,543. This average salary was 3.2 percent higher than the average salary of $43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in chemistry after three years in the private institutions studied was 13.9 percent ($44,543 minus $39,120 equals $5,423). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore,in the average faculty salaries over the three-year time period, is one percent or .33 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent ($43,175 minus $37,657 equals $5,518). In comparison to the discipline/major field of chemistry (13.9), therefore, the faculty in ALL MAJOR FIELDS increased their salaries

salaries by .8 percent (14.7% minus 13.9 equals .8) more than faculty in chemistry.

In the discipline/major field of chemistry, the reader may note that the faculty mix percentage is significantly higher at the professor rank in comparison to the assistant professor rank in both studies: 49 percent vs. 23 percent (1989-90), respectively; and 48 percent vs. 25 percent, (1992-93), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-1990), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in chemistry was lower than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 4.2 percent (44/1056) vs. 5.4 percent (1,382/25,703), respectively, and higher in the 1992-93 private study: 4.9 percent (54/1113) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of chemistry and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 5,017 (3.7%) faculty in the discipline/major field of chemistry participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of chemistry in 1989-90 in the public and private studies were some six percent and four percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in chemistry in 1992-93 in the public and private studies were five percent and three percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in chemistry in the public institutions received an average annual salary increase of 1.3 percent below the cost-of-living. In the private institutions the annual average salary increase was .33 percent above the cost-of-living.

Third, in the discipline/major field of chemistry the professor rank FAC MIX PCTs are significantly higher than those in the assistant professor rank in both the 1989-90 and 1992-93 public studies, and the same is true both in the 1989-90 and 1992-93 private studies. These data show that chemistry is an established discipline in academia.

Finally, the hiring rate of new assistant professors in chemistry in the 1989-90 and 1992-93 public studies was lower than in ALL MAJOR FIELDS. In the 1989-90 private study it was lower than in ALL MAJOR FIELDS but higher in the 1992-93 private study.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of chemistry is being developed, it is anticipated that future articles on this subject will become more valuable for interested administrators and professors.

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APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ANTHROPOLOGY

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AND MARKETING MANAGEMENT

CHEMISTRY

COMMUNICATIONS

COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES

CURRICULUM AND INSTRUCTION

DRAMA/THEATER ARTS

ECONOMICS

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGES AND LITERATURES/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

SPEECH PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Boise State University (ID)
Bridgewater State College (MA)
California State University-Fullerton (CA)
California State University-Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, (The) The Military College of
  South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the
  University of Virginia (VA)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Stroudsburg University (PA)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Francis Marion University (SC)
Frostburg State University (MD)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Georgia State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lander University (SC)
Lincoln University (MO)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Mississippi University for Women (MS)
Mississippi Valley State University (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorehead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
North Adams State College (MA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Potsdam College of SUNY (NY)
Queens College (CUNY) (NY)
Radford University (VA)
Ramapo College (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
Sangamon State University (IL)
Shepherd College (WV)
Sonoma State University (CA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud State University (MN)
State University College at Buffalo (NY)
State University College-Old Westbury (NY)
State University of New York College-Fredonia (NY)
State University of New York-Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & M University-Galveston Campus (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama-Huntsville (The) (AL)
University of Alaska Southeast (AK)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland-Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Minnesota Duluth (MN)
University of Missouri-St. Louis (MO)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina-Asheville (NC)
University of North Carolina-Charlotte (NC)
University of North Carolina-Greensboro (NC)
University of North Carolina-Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh-Bradford (PA)
University of Pittsburgh-Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of South Carolina-Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (The) (TN)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the District of Columbia (DC)
University of the Virgin Islands (VI)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Adrian College (MI)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Benedictine College (KS)
Bennett College (NC)
Bentley College (MA)
Berry College (GA)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Bluefield College (VA)
Boston University (MA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Brescia College (KY)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Bucknell University (PA)
Caldwell College (NJ)
Canisius College (NY)
Cardinal Stritch College (WI)
Caribbean University (PR)
Carlow College (PA)
Catawba College (NC)
Cedar Crest College (PA)
Centenary College of Louisiana (LA)
Central College (IA)
Central Wesleyan College (SC)
Christ College Irvine (CA)
Christian Brothers University (TN)
Clarke College (IA)
Coker College (SC)
Colby-Sawyer College (NH)
College of Mount Saint Vincent (NY)
College of Saint Mary (NE)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College Misericordia (PA)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eastern Mennonite College & Seminary (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College (IN)
Franklin Pierce College (NH)
Furman University (SC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grinnell College (IA)
Guilford College (NC)
GMI Engineering & Management Institute (MI)
Hampton University (VA)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Iona College (NY)
John Carroll University (OH)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
Lake Forest College (IL)
Lakeland College (WI)
Lebanon Valley College of Pennsylvania (PA)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis and Clark College (OR)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Loyola University, New Orleans (LA)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattan College (NY)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Milligan College (TN)
Millikin University (IL)
Mills College (CA)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich Univesrity (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of Holy Cross College (LA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Philadelphia College of Textiles and Science (PA)
Piedmont College (GA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
Reed College (OR)
Regis College (MA)
Regis University (CO)
Rhodes College (TN)
Rider College (NJ)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Bonaventure University (NY)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
Salve Regina University (RI)
Santa Clara University (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
St. Ambrose University (IA)
St. Edward's University (TX)
St. John's University (MN)
St. Mary's University (TX)
St. Norbert College (WI)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
The American University (DC)
The Catholic University of America (DC)
The College of Saint Rose (NY)
The Defiance College (OH)
The Johns Hopkins University (MD)
The Sage Colleges, Russell Sage College (NY)
The University of Charleston (WV)
The University of Findley (OH)
The University of Tulsa (OK)
Thomas More College (KY)
Transylvania University (KY)
Trinity College (DC)
Trinity College of Vermont (VT)
Tufts University (MA)
Tusculum College (TN)
Union College (NE)
University of Central Texas (TX)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
Utica College of Syracuse University (NY)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington College (MA)
Waynesburg College (PA)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell College (MD)
William Penn College (IA)
Wilmington College (OH)
Wingate College (NC)
Worcester Polytechnic Institute (MA)

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN COMMUNICATIONS
FOR THE YEARS
1989-90 AND 1992-93

By
Richard D. Howe
and
Nina Jo Moore

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including communications. The disciplines were chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990. The definition of the discipline/major field of communications in the _CIP_ is as follows:

> A summary of groups of instructional programs that describe the creation, transmission and evaluation of messages.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990], p. 68--09.).]

This article presents a summary of the overall average salary increases in the discipline/major field of communications from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of communications for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major

field who hold a given academic rank. For example, a FAC MIX PCT factor of .28 for associate professor of communications in the 1989-90 public study means that 28 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .96 for associate professors in the discipline/major field of communications in the 1989-90 public study means that their average salary is four percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of communications with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: COMMUNICATIONS MAJOR FIELD: COMMUNICATIONS																		
PUBLIC, 1989-90:																		
AVERAGE SALARY:	45798	248	96	36986	339	109	29908	442	115	28556	84	49	24558	191	73	34267	1220	129
FAC MIX PCT:	0.20			0.28			0.36			0.07			0.16			1.00		
SALARY FACTOR:	0.96			0.96			0.94			0.92			1.01			0.88		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47675	14459		38628	11578		31938	12067		30892	2249		24285	3029		38789	41133	188
FAC MIX PCT:	0.35			0.28			0.29			0.05			0.07			1.00		
DISCIPLINE: COMMUNICATIONS MAJOR FIELD: COMMUNICATIONS																		
PUBLIC, 1992-93:																		
AVERAGE SALARY:	50052	299	112	40921	356	113	33360	510	125	32293	53	41	26427	207	80	37913	1372	137
FAC MIX PCT:	0.22			0.26			0.37			0.04			0.15			1.00		
SALARY FACTOR:	0.95			0.96			0.94			0.94			1.00			0.89		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	52457	14885		42528	12077		35529	12869		34198	1862		26557	3029		42746	42860	188
FAC MIX PCT:	0.35			0.28			0.30			0.04			0.07			1.00		

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: COMMUNICATIONS MAJOR FIELD: COMMUNICATIONS																		
PRIVATE, 1989-90:																		
AVERAGE SALARY:	43705	156	81	36598	261	106	28801	354	136	26842	58	40	23444	107	66	33114	878	171
FAC MIX PCT:	0.18			0.30			0.40			0.07			0.12			1.00		
SALARY FACTOR:	0.92			0.99			0.93			0.90			0.95			0.88		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47390	8138		37041	8025		30809	8093		29894	1382		24640	1447		37657	25703	297
FAC MIX PCT:	0.32			0.31			0.31			0.05			0.06			1.00		
DISCIPLINE: COMMUNICATIONS MAJOR FIELD: COMMUNICATIONS																		
PRIVATE, 1992-93:																		
AVERAGE SALARY:	49561	174	86	41011	279	113	32465	392	138	30805	53	41	26535	81	50	37734	926	183
FAC MIX PCT:	0.19			0.30			0.42			0.06			0.09			1.00		
SALARY FACTOR:	0.92			0.96			0.92			0.92			0.95			0.87		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54149	8627		42539	8327		35164	8585		33342	1122		27900	1349		43175	26888	297
FAC MIX PCT:	0.32			0.31			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of communications was reported in 129 of the 188 public institutions. The average salary of the 1,220 faculty was $34,267. This average salary was approximately 13.2 percent lower than the average salary of $38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of communications was reported in 137 of the same 188 public institutions. The average salary of the 1,372 faculty was $37,913. This average salary was approximately 12.7 percent lower than the average salary of $42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of communications after three years in the public institutions studied was 10.6 percent ($37,913 minus $34,267 equals $3,646). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. In comparison with the CPI, there was a relative increase in communications average faculty salaries over the three-year period by 2.3 percent or an average of .8 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent ($42,746 minus $38,789 equals $3,957). In comparison to the discipline/major field of communications (10.6%); therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .4 percent (10.6% minus 10.2% equals .4%) less than faculty in the discipline/major field of communications.

The reader may note that the faculty mix percentage in communications is lower at the professor rank than at the assistant professor rank in the 1989-90 study: 20 percent vs. 36 percent, and in the 1992-93 study it is 22 percent vs.

37 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in communications in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1989-90, 6.9 percent (84/1,220) vs. 5.5 percent (2,249/41,133), respectively; and lower in 1992-93, 3.9 percent (53/1,372) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of communications was reported in 171 of the 297 private institutions. The average salary of the 878 faculty was $33,114. This average salary was 13.7 percent lower than the average salary of $37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/-major field of communications was reported in 183 of the same 297 private institutions. The average salary of the 926 faculty was $37,734. This average salary was 14.4 percent lower than the average salary of $43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in communications after three years in the private institutions studied was 14 percent ($37,734 minus $33,114 equals $4,620). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 1.1 percent or .4 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent ($43,175 minus $37,657 equals $5,518). In comparison to the discipline/major field of communications (14%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by .7 percent (14.7% minus 14% equals .7%) more than faculty in communications.

In the discipline/major field of communications, the reader may note that the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank in both studies: 18 percent vs. 40 percent (1989-90), respectively; and 19 percent vs. 42 percent, (1992-93), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-1990), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in communications was higher than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 6.6 percent (58/878) vs. 5.4 percent (1,382/25,703), respectively, and higher in the 1992-93 private study: 5.7 percent (53/926) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of communications and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 4,396 (3.2%) faculty in the discipline/major field of communications participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of communications in 1989-90 in the public and private studies were some 12 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00).

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in communications in the public institutions received an average annual salary increase of .8 percent below the cost-of-living. In the private institutions the annual average salary increase was .4 percent above the cost-of-living.

Third, in the discipline/major field of communications the professor rank FAC MIX PCTs are lower than those in the assistant professor rank in both the 1989-90 and 1992-93 public studies, and the same is even more true both in the 1989-90 and 1992-93 private studies. These data show that the discipline/major field of communications is still an emerging discipline/major field in academia.

Finally, the hiring rate of new assistant professors in communications in the 1989-90 public was higher than the hiring rate in ALL MAJOR FIELDS but lower in the 1992-93 study. In the private institutions it was higher in both study years, 1989-90 and 1992-93.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of communications is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

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C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ANTHROPOLOGY

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AND MARKETING MANAGEMENT

CHEMISTRY

COMMUNICATIONS

COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES

CURRICULUM AND INSTRUCTION

DRAMA/THEATER ARTS

ECONOMICS

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGES AND LITERATURES/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

SPEECH PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Boise State University (ID)
Bridgewater State College (MA)
California State University-Fullerton (CA)
California State University-Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, (The) The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Stroudsburg University (PA)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Francis Marion University (SC)
Frostburg State University (MD)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Georgia State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lander University (SC)
Lincoln University (MO)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Mississippi University for Women (MS)
Mississippi Valley State University (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorehead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
North Adams State College (MA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Potsdam College of SUNY (NY)
Queens College (CUNY) (NY)
Radford University (VA)
Ramapo College (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
Sangamon State University (IL)
Shepherd College (WV)
Sonoma State University (CA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud State University (MN)
State University College at Buffalo (NY)
State University College-Old Westbury (NY)
State University of New York College-Fredonia (NY)
State University of New York-Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & M University-Galveston Campus (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama-Huntsville (The) (AL)
University of Alaska Southeast (AK)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland-Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Minnesota Duluth (MN)
University of Missouri-St. Louis (MO)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina-Asheville (NC)
University of North Carolina-Charlotte (NC)
University of North Carolina-Greensboro (NC)
University of North Carolina-Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh-Bradford (PA)
University of Pittsburgh-Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of South Carolina-Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (The) (TN)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the District of Columbia (DC)
University of the Virgin Islands (VI)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Adrian College (MI)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Benedictine College (KS)
Bennett College (NC)
Bentley College (MA)
Berry College (GA)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Bluefield College (VA)
Boston University (MA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Brescia College (KY)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Bucknell University (PA)
Caldwell College (NJ)
Canisius College (NY)
Cardinal Stritch College (WI)
Caribbean University (PR)
Carlow College (PA)
Catawba College (NC)
Cedar Crest College (PA)
Centenary College of Louisiana (LA)
Central College (IA)
Central Wesleyan College (SC)
Christ College Irvine (CA)
Christian Brothers University (TN)
Clarke College (IA)
Coker College (SC)
Colby-Sawyer College (NH)
College of Mount Saint Vincent (NY)
College of Saint Mary (NE)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College Misericordia (PA)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eastern Mennonite College & Seminary (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College (IN)
Franklin Pierce College (NH)
Furman University (SC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grinnell College (IA)
Guilford College (NC)
GMI Engineering & Management Institute (MI)
Hampton University (VA)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Iona College (NY)
John Carroll University (OH)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
Lake Forest College (IL)
Lakeland College (WI)
Lebanon Valley College of Pennsylvania (PA)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis and Clark College (OR)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Loyola University, New Orleans (LA)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattan College (NY)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Milligan College (TN)
Millikin University (IL)
Mills College (CA)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich Univesrity (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of Holy Cross College (LA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Philadelphia College of Textiles and Science (PA)
Piedmont College (GA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
Reed College (OR)
Regis College (MA)
Regis University (CO)
Rhodes College (TN)
Rider College (NJ)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Bonaventure University (NY)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
Salve Regina University (RI)
Santa Clara University (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
St. Ambrose University (IA)
St. Edward's University (TX)
St. John's University (MN)
St. Mary's University (TX)
St. Norbert College (WI)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
The American University (DC)
The Catholic University of America (DC)
The College of Saint Rose (NY)
The Defiance College (OH)
The Johns Hopkins University (MD)
The Sage Colleges, Russell Sage College (NY)
The University of Charleston (WV)
The University of Findley (OH)
The University of Tulsa (OK)
Thomas More College (KY)
Transylvania University (KY)
Trinity College (DC)
Trinity College of Vermont (VT)
Tufts University (MA)
Tusculum College (TN)
Union College (NE)
University of Central Texas (TX)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
Utica College of Syracuse University (NY)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington College (MA)
Waynesburg College (PA)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell College (MD)
William Penn College (IA)
Wilmington College (OH)
Wingate College (NC)
Worcester Polytechnic Institute (MA)

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES FOR THE YEARS 1989-90 AND 1992-93

By
Richard D. Howe and Tanya M. Shirley

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including counselor education counseling and guidance service. The disciplines were chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990. The definition of the discipline/major field of counselor education/student counseling and guidance services in the _CIP_ is as follows:

> An instructional program that prepares individuals to apply the theory and principles of guidance and counseling to the provision of support for the personal, social, educational, and vocational development of students, and the organizing of guidance services within elementary, middle and secondary educational institutions. Includes instruction in legal and professional requirements, therapeutic counselor intervention, vocational counseling, and related socio-psychological foundations.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990], p. 79--13.1101).]

This article presents a summary of the overall average salary increases in the discipline/major field of counselor education/student counseling and guidance services from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of counselor education/student counseling and guidance service for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .30 for associate professor of counselor education/student counseling and guidance services in the 1989-90 public study means that 30 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .96 for associate professors in counselor education/student counseling and guidance services in the 1989-90 public study means that their average salary is four percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of counselor education/student counseling and guidance services with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: EDUCATION																		
PUBLIC, 1989-90: MAJOR FIELD: COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES																		
AVERAGE SALARY:	47533	150	44	36911	98	39	30454	77	37	29333	19	14	26011	7	5	39982	332	46
FAC MIX PCT:	0.45			0.30			0.23			0.06			0.02			1.00		
SALARY FACTOR:	1.00			0.96			0.95			0.95			1.07			1.03		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47675	14459		38628	11578		31938	12067		30892	2249		24285	3029		38789	41133	188
FAC MIX PCT:	0.35			0.28			0.29			0.05			0.07			1.00		
DISCIPLINE: EDUCATION																		
PUBLIC, 1992-93: MAJOR FIELD: COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES																		
AVERAGE SALARY:	51994	158	52	42131	121	51	34988	105	44	34565	24	17	27044	10	7	43799	394	56
FAC MIX PCT:	0.40			0.31			0.27			0.06			0.03			1.00		
SALARY FACTOR:	0.99			0.99			0.98			1.01			1.02			1.02		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	52457	14885		42528	12077		35529	12869		34198	1862		26557	3029		42746	42860	188
FAC MIX PCT:	0.35			0.28			0.30			0.04			0.07			1.00		

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: EDUCATION																		
PRIVATE, 1989-90: MAJOR FIELD: COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES																		
AVERAGE SALARY:	46260	28	8	35876	24	10	29637	17	10	31133	6	4	20550	5	3	37336	74	15
FAC MIX PCT:	0.38			0.32			0.23			0.08			0.07			1.00		
SALARY FACTOR:	0.98			0.97			0.96			1.04			0.83			0.99		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47390	8138		37041	8025		30809	8093		29894	1382		24640	1447		37657	25703	297
FAC MIX PCT:	0.32			0.31			0.31			0.05			0.06			1.00		
DISCIPLINE: EDUCATION																		
PRIVATE, 1992-93: MAJOR FIELD: COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES																		
AVERAGE SALARY:	52056	20	11	41504	26	12	34876	27	16	36750	2	2				41943	73	19
FAC MIX PCT:	0.27			0.36			0.37			0.03						1.00		
SALARY FACTOR:	0.96			0.98			0.99			1.10						0.97		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54149	8627		42539	8327		35164	8585		33342	1122		27900	1349		43175	26888	297
FAC MIX PCT:	0.32			0.31			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of counselor education/student counseling and guidance services was reported in 46 of the 188 public institutions. The average salary of the 332 faculty was $39,982. This average salary was approximately 3.1 percent lower than the average salary of $38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, counselor education/ student counseling and guidance services was reported in 56 of the same 188 public institutions. The average salary of the 394 faculty was $43,799. This average salary was approximately 2.5 percent higher than the average salary of $42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in counselor education/student counseling and guidance services after three years in the public institutions studied was 9.5 percent ($43,799 minus $39,982 equals $3,817). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year period, is 3.4 percent or 1.1 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent ($42,746 minus $38,789 equals $3,957). In comparison to counselor education/student counseling and guidance services (9.5%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .7 percent (10.2% minus 9.5% equals .7%) more than faculty in counselor education/student counseling and guidance services.

The reader may note that the faculty mix percentage in counselor education/-student counseling and guidance services is higher at the professor rank than assistant professor rank in the 1989-90 study: 45 percent vs. 23 percent, and in the 1992-93 study it is 40 percent vs. 27 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in counseling education/student counseling and guidance services in the public studies was higher than in ALL MAJOR FIELDS in 1989-90, 5.7 percent (19/332) vs. 5.5 percent (2,249/41,133), respectively; and higher in 1992-93, 6.1 percent (24/394) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of counselor education/student counseling and guidance services was reported in 15 of the 297 private institutions. The average salary of the 74 faculty was $37,336. This average salary was .9 percent lower than the average salary of $37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, counselor education/student counseling and guidance services was reported in 19 of the same 297 private institutions. The average salary of the 73 faculty was $41,943. This average salary was 2.9 percent lower than the average salary of $43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in counselor education/student counseling and guidance services after three years in the private institutions studied was 12.3 percent ($41,943 minus $37,336 equals $4,607). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore,in the average faculty salaries over the three-year time period, is .6 percent or .2 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent ($43,175 minus $37,657 equals $5,518). In comparison to the discipline/major field of counselor education/student counseling and guidance services (12.3%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.4 percent (14.7% minus 12.3% equals 2.4%) more than faculty in counselor education/student counseling and guidance services.

In the discipline/major field of counselor education/student counseling and guidance services, the reader may note that the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank in the 1989-90 study: 38 percent vs. 23 percent (1989-90), respectively; but lower in the 1992-93 study: 27 percent vs. 37 percent. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-1990), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in counselor education/student counseling and guidance services was higher than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 8.1 percent (6/74) vs. 5.4 percent (1,382/25,703), respectively, and higher in the 1992-93 private study: 2.7 percent (2/73) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of counselor education/student counseling and guidance services and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 873 (.6%) faculty in counselor education/student counseling and guidance services participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of counselor education/student counseling and guidance services in 1989-90 in the public and private studies were three percent above and one percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in counselor education/student counseling and guidance services in 1992-93 in the public and private studies were two percent above and three percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in counselor education/student counseling and guidance services in the public institutions received an average annual salary increase of 1.13 percent below the cost-of-living. In the private institutions the annual average salary increase was .2 percent below the cost-of-living.

Third, in the discipline/major field of counselor education/student counseling and guidance services the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1989-90 and 1992-93 public studies.

In the private studies the professor rank is higher than the assistant professor rank in the 1989-90 study but lower in the 1992-93 study.

Finally, the hiring rate of new assistant professors in counselor education/student counseling and guidance services was higher than in ALL MAJOR FIELDS and indicates that although it is an established field, it continues to grow.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of counselor education/student counseling and guidance services is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ANTHROPOLOGY

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AND MARKETING MANAGEMENT

CHEMISTRY

COMMUNICATIONS

COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES

CURRICULUM AND INSTRUCTION

DRAMA/THEATER ARTS

ECONOMICS

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGES AND LITERATURES/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

SPEECH PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Boise State University (ID)
Bridgewater State College (MA)
California State University-Fullerton (CA)
California State University-Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, (The) The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Stroudsburg University (PA)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Francis Marion University (SC)
Frostburg State University (MD)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Georgia State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lander University (SC)
Lincoln University (MO)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Mississippi University for Women (MS)
Mississippi Valley State University (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorehead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
North Adams State College (MA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Potsdam College of SUNY (NY)
Queens College (CUNY) (NY)
Radford University (VA)
Ramapo College (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
Sangamon State University (IL)
Shepherd College (WV)
Sonoma State University (CA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud State University (MN)
State University College at Buffalo (NY)
State University College-Old Westbury (NY)
State University of New York College-Fredonia (NY)
State University of New York-Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & M University-Galveston Campus (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama-Huntsville (The) (AL)
University of Alaska Southeast (AK)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland-Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Minnesota Duluth (MN)
University of Missouri-St. Louis (MO)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina-Asheville (NC)
University of North Carolina-Charlotte (NC)
University of North Carolina-Greensboro (NC)
University of North Carolina-Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh-Bradford (PA)
University of Pittsburgh-Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of South Carolina-Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (The) (TN)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the District of Columbia (DC)
University of the Virgin Islands (VI)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Adrian College (MI)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Benedictine College (KS)
Bennett College (NC)
Bentley College (MA)
Berry College (GA)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Bluefield College (VA)
Boston University (MA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Brescia College (KY)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Bucknell University (PA)
Caldwell College (NJ)
Canisius College (NY)
Cardinal Stritch College (WI)
Caribbean University (PR)
Carlow College (PA)
Catawba College (NC)
Cedar Crest College (PA)
Centenary College of Louisiana (LA)
Central College (IA)
Central Wesleyan College (SC)
Christ College Irvine (CA)
Christian Brothers University (TN)
Clarke College (IA)
Coker College (SC)
Colby-Sawyer College (NH)
College of Mount Saint Vincent (NY)
College of Saint Mary (NE)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College Misericordia (PA)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eastern Mennonite College & Seminary (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
Faith Baptist Bible College &
  Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College (IN)
Franklin Pierce College (NH)
Furman University (SC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grinnell College (IA)
Guilford College (NC)
GMI Engineering & Management Institute (MI)
Hampton University (VA)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Iona College (NY)
John Carroll University (OH)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
Lake Forest College (IL)
Lakeland College (WI)
Lebanon Valley College of Pennsylvania (PA)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis and Clark College (OR)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Loyola University, New Orleans (LA)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattan College (NY)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Milligan College (TN)
Millikin University (IL)
Mills College (CA)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich Univesrity (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of Holy Cross College (LA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Philadelphia College of Textiles and Science (PA)
Piedmont College (GA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
Reed College (OR)
Regis College (MA)
Regis University (CO)
Rhodes College (TN)
Rider College (NJ)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Bonaventure University (NY)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
Salve Regina University (RI)
Santa Clara University (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
St. Ambrose University (IA)
St. Edward's University (TX)
St. John's University (MN)
St. Mary's University (TX)
St. Norbert College (WI)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
The American University (DC)
The Catholic University of America (DC)
The College of Saint Rose (NY)
The Defiance College (OH)
The Johns Hopkins University (MD)
The Sage Colleges, Russell Sage College (NY)
The University of Charleston (WV)
The University of Findley (OH)
The University of Tulsa (OK)
Thomas More College (KY)
Transylvania University (KY)
Trinity College (DC)
Trinity College of Vermont (VT)
Tufts University (MA)
Tusculum College (TN)
Union College (NE)
University of Central Texas (TX)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
Utica College of Syracuse University (NY)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington College (MA)
Waynesburg College (PA)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (OH)
Wingate College (NC)
Worcester Polytechnic Institute (MA)

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN CURRICULUM AND INSTRUCTION FOR THE YEARS 1989-90 AND 1992-93

By
Richard D. Howe
and
Doris Jenkins

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including curriculum and instruction. The disciplines were chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990. The definition of the discipline/major field of curriculum and instruction in the _CIP_ is as follows:

> An instructional program that describes the study of the curriculum and related instructional processes and tools, and that may prepare individuals to serve as professional curriculum specialists. Includes instruction in curriculum theory, curriculum design and planning, instructional material design and evaluation, curriculum evaluation, and applications to specific subject-matter, programs or educational levels.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990], p. 75--13.0301.)]

This article presents a summary of the overall average salary increases in the discipline/major field of curriculum and instruction from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's

PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of curriculum and instruction for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .29 for associate professor of curriculum and instruction in the 1989-90 public study means that 29 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .97 for associate professors in the discipline/major field of curriculum and instruction in the 1989-90 public study means that their average salary is three percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of curriculum and instruction with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1989-90:	DISCIPLINE: EDUCATION MAJOR FIELD: CURRICULUM AND INSTRUCTION																	
AVERAGE SALARY:	44980	201	37	37286	153	37	30542	142	37	29184	26	15	24288	38	19	37464	534	42
FAC MIX PCT:	0.38			0.29			0.27			0.05			0.07			1.00		
SALARY FACTOR:	0.94			0.97			0.96			0.94			1.00			0.97		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	47675	14459		38628	11578		31938	12067		30892	2249		24285	3029		38789	41133	188
FAC MIX PCT:	0.35			0.28			0.29			0.05			0.07			1.00		
PUBLIC, 1992-93:	DISCIPLINE: EDUCATION MAJOR FIELD: CURRICULUM AND INSTRUCTION																	
AVERAGE SALARY:	49470	234	42	40486	190	44	33027	192	45	31907	29	20	26281	57	19	40278	673	50
FAC MIX PCT:	0.35			0.28			0.29			0.04			0.08			1.00		
SALARY FACTOR:	0.94			0.95			0.93			0.93			0.99			0.94		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	52457	14885		42528	12077		35529	12869		34198	1862		26557	3029		42746	42860	188
FAC MIX PCT:	0.35			0.28			0.30			0.04			0.07			1.00		
PRIVATE, 1989-90:	DISCIPLINE: EDUCATION MAJOR FIELD: CURRICULUM AND INSTRUCTION																	
AVERAGE SALARY:	50611	24	7	40665	30	9	31855	26	8	30000	1	1				40785	80	11
FAC MIX PCT:	0.30			0.38			0.33			0.01						1.00		
SALARY FACTOR:	1.07			1.10			1.03			1.00						1.08		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	47390	8138		37041	8025		30809	8093		29894	1382		24640	1447		37657	25703	297
FAC MIX PCT:	0.32			0.31			0.31			0.05			0.06			1.00		
PRIVATE, 1992-93:	DISCIPLINE: EDUCATION MAJOR FIELD: CURRICULUM AND INSTRUCTION																	
AVERAGE SALARY:	56811	32	10	43131	27	10	36600	29	9	35785	4	3	29863	2	2	45595	90	14
FAC MIX PCT:	0.36			0.30			0.32			0.04			0.02			1.00		
SALARY FACTOR:	1.05			1.01			1.04			1.07			1.07			1.06		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	54149	8627		42539	8327		35164	8585		33342	1122		27900	1349		43175	26888	297
FAC MIX PCT:	0.32			0.31			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of curriculum and instruction was reported in 42 of the 188 public institutions. The average salary of the 534 faculty was $37,464. This average salary was approximately 3.5 percent lower than the average salary of $38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of curriculum and instruction was reported in 50 of the same 188 public institutions. The average salary of the 673 faculty was $40,278. This average salary was approximately 6.1 percent lower than the average salary of $42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of curriculum and instruction after three years in the public institutions studied was 7.5 percent ($40,278 minus $37,464 equals $2,814). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. In comparison with the CPI, there was a relative increase in curriculum and instruction average faculty salaries over the three-year period by 5.4 percent or an average of 1.8 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent ($42,746 minus $38,789 equals $3,957). In comparison to the discipline/major field of curriculum and instruction (7.5%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.7 percent (10.2% minus 7.5% equals 2.7%) more than faculty in the discipline/major field of curriculum and instruction.

The reader may note that the faculty mix percentage in curriculum and instruction is higher at the professor rank than at the assistant professor rank in the 1989-90 study: 38 percent vs. 27 percent, and in the 1992-93 study it is 35 percent vs. 29 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in curriculum and instruction in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1989-90, 4.8 percent (26/534) vs. 5.5 percent (2,249/41,133), respectively; and the same in 1992-93, 4.3 percent (29/673) vs. 4.3 percent (1,862/-42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of curriculum and instruction was reported in 11 of the 297 private institutions. The average salary of the 80 faculty was $40,785. This average salary was 8.3 percent higher than the average salary of $37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/-major field of curriculum and instruction was reported in 14 of the same 297 private institutions. The average salary of the 90 faculty was $45,595. This average salary was 5.6 percent higher than the average salary of $43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in curriculum and instruction after three years in the private institutions studied was 11.8 percent ($45,595 minus $40,785 equals $4,810). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 1.1 percent or .4 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent ($43,175 minus $37,657 equals $5,518). In comparison to the discipline/major field of curriculum and instruction (11.8%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.9 percent (14.7% minus 11.8% equals 2.9%) more than faculty in curriculum and instruction.

In the discipline/major field of curriculum and instruction, the reader may note that the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank in the 1989 90 study: 30 percent vs. 33 percent, respectively; and higher in the 1992-93 study: 36 percent vs. 32 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-90), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in curriculum and instruction was lower than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 1.3 percent (1/80) vs. 5.4 percent (1,382/-25,703), respectively, and higher in the 1992-93 private study: 4.4 percent (4/-90) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of curriculum and instruction and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,377 (1%) faculty in the discipline/major field of curriculum and instruction participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of curriculum and instruction in 1989-90 in the public and private studies were some three percent below and eight percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in curriculum and instruction in 1992-93 in the public and private studies were six percent below and six percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in curriculum and instruction in the public institutions received an average annual salary increase of 1.8 percent below the cost-of-living. In the private institutions the annual average salary increase was .4 percent below the cost-of-living.

Third, in the discipline/major field of curriculum and instruction the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1989-90 and 1992-93 public studies. In the private studies the professor rank FAC MIX PCTs are lower in 1989-90 and higher in 1992-93. These data show that curriculum and instruction is an established discipline/major field in academia.

Finally, the hiring rate of new assistant professors in curriculum and instruction in the 1989-90 public study was lower than the hiring rate in ALL MAJOR FIELDS and it was the same as ALL MAJOR FIELDS in the 1992-93 study. In the private studies the hiring rate was lower in the 1989-90 study and higher in the 1992-93 study.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of curriculum and instruction is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education at Appalachian State University, Boone, North Carolina. Co-author Doris Jenkins is chairperson of the Department of Curriculum and Instruction at Appalachian State University and an assistant professor.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ANTHROPOLOGY

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AND MARKETING MANAGEMENT

CHEMISTRY

COMMUNICATIONS

COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES

CURRICULUM AND INSTRUCTION

DRAMA/THEATER ARTS

ECONOMICS

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGES AND LITERATURES/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

SPEECH PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Boise State University (ID)
Bridgewater State College (MA)
California State University-Fullerton (CA)
California State University-Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, (The) The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Stroudsburg University (PA)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Francis Marion University (SC)
Frostburg State University (MD)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Georgia State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lander University (SC)
Lincoln University (MO)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Mississippi University for Women (MS)
Mississippi Valley State University (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorehead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
North Adams State College (MA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Potsdam College of SUNY (NY)
Queens College (CUNY) (NY)
Radford University (VA)
Ramapo College (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
Sangamon State University (IL)
Shepherd College (WV)
Sonoma State University (CA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud State University (MN)
State University College at Buffalo (NY)
State University College-Old Westbury (NY)
State University of New York College-Fredonia (NY)
State University of New York-Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & M University-Galveston Campus (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama-Huntsville (The) (AL)
University of Alaska Southeast (AK)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland-Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Minnesota Duluth (MN)
University of Missouri-St. Louis (MO)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina-Asheville (NC)
University of North Carolina-Charlotte (NC)
University of North Carolina-Greensboro (NC)
University of North Carolina-Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh-Bradford (PA)
University of Pittsburgh-Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of South Carolina-Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (The) (TN)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the District of Columbia (DC)
University of the Virgin Islands (VI)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Adrian College (MI)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Benedictine College (KS)
Bennett College (NC)
Bentley College (MA)
Berry College (GA)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Bluefield College (VA)
Boston University (MA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Brescia College (KY)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Bucknell University (PA)
Caldwell College (NJ)
Canisius College (NY)
Cardinal Stritch College (WI)
Caribbean University (PR)
Carlow College (PA)
Catawba College (NC)
Cedar Crest College (PA)
Centenary College of Louisiana (LA)
Central College (IA)
Central Wesleyan College (SC)
Christ College Irvine (CA)
Christian Brothers University (TN)
Clarke College (IA)
Coker College (SC)
Colby-Sawyer College (NH)
College of Mount Saint Vincent (NY)
College of Saint Mary (NE)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College Misericordia (PA)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eastern Mennonite College & Seminary (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College (IN)
Franklin Pierce College (NH)
Furman University (SC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grinnell College (IA)
Guilford College (NC)
GMI Engineering & Management Institute (MI)
Hampton University (VA)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Iona College (NY)
John Carroll University (OH)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
Lake Forest College (IL)
Lakeland College (WI)
Lebanon Valley College of Pennsylvania (PA)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis and Clark College (OR)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Loyola University, New Orleans (LA)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)

Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattan College (NY)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Milligan College (TN)
Millikin University (IL)
Mills College (CA)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich Univesrity (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of Holy Cross College (LA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Philadelphia College of Textiles and Science (PA)
Piedmont College (GA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
Reed College (OR)
Regis College (MA)
Regis University (CO)
Rhodes College (TN)
Rider College (NJ)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Bonaventure University (NY)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
Salve Regina University (RI)
Santa Clara University (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
St. Ambrose University (IA)
St. Edward's University (TX)
St. John's University (MN)
St. Mary's University (TX)
St. Norbert College (WI)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
The American University (DC)
The Catholic University of America (DC)
The College of Saint Rose (NY)
The Defiance College (OH)
The Johns Hopkins University (MD)
The Sage Colleges, Russell Sage College (NY)
The University of Charleston (WV)
The University of Findley (OH)
The University of Tulsa (OK)
Thomas More College (KY)
Transylvania University (KY)
Trinity College (DC)
Trinity College of Vermont (VT)
Tufts University (MA)
Tusculum College (TN)
Union College (NE)
University of Central Texas (TX)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
Utica College of Syracuse University (NY)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington College (MA)
Waynesburg College (PA)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (OH)
Wingate College (NC)
Worcester Polytechnic Institute (MA)

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN DRAMA/THEATER ARTS

FOR THE YEARS

1989-90 AND 1992-93

By
Richard D. Howe
and
George F. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including dramatic arts. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of drama/theater arts in the CIP is as follows:

> An instructional program that generally describes the study of dramatic works and their performance. Includes instruction in major works of dramatic literature, dramatic styles and types, and the principles of organizing and producing full productions.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 164--50.0501).]

This article presents a summary of the overall average salary increases in the discipline/major field of drama/theater arts from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of drama/theater arts faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .30 for associate professor of drama/theater arts in the 1989-90 public study means that 30 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .92 for associate professors in the discipline/major field of drama/theater arts in the 1989-90 public study means that their average salary is eight percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of drama/theater arts with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

DISCIPLINE: VISUAL & PERFORMING ARTS
MAJOR FIELD: DRAMA/THEATER ARTS

PUBLIC, 1989-90:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	44904	161	70	35597	178	75	28808	213	87	26769	55	39	23528	39	25	34889	591	103
FAC MIX PCT:	0.27			0.30			0.36			0.09			0.07			1.00		
SALARY FACTOR:	0.94			0.92			0.90			0.87			0.97			0.90		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	47675	14459		38628	11578		31938	12067		30892	2249		24285	3029		38789	41133	188
FAC MIX PCT:	0.35			0.28			0.29			0.05			0.07			1.00		

DISCIPLINE: VISUAL & PERFORMING ARTS
MAJOR FIELD: DRAMA/THEATER ARTS

PUBLIC, 1992-93:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	49433	158	67	38498	171	78	31499	186	78	30108	34	25	25403	45	27	38206	560	101
FAC MIX PCT:	0.28			0.31			0.33			0.06			0.08			1.00		
SALARY FACTOR:	0.94			0.91			0.89			0.88			0.96			0.89		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	52457	14885		42528	12077		35529	12869		34198	1862		26557	3029		42746	42860	188
FAC MIX PCT:	0.35			0.28			0.30			0.04			0.07			1.00		

DISCIPLINE: VISUAL & PERFORMING ARTS
MAJOR FIELD: DRAMA/THEATER ARTS

PRIVATE, 1989-90:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	43779	115	69	34899	141	79	28074	167	98	26335	28	26	24739	39	29	33784	462	147
FAC MIX PCT:	0.25			0.31			0.36			0.06			0.08			1.00		
SALARY FACTOR:	0.92			0.94			0.91			0.88			1.00			0.90		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	47390	8138		37041	8025		30809	8093		29894	1382		24640	1447		37657	25703	297
FAC MIX PCT:	0.32			0.31			0.31			0.05			0.06			1.00		

DISCIPLINE: VISUAL & PERFORMING ARTS
MAJOR FIELD: DRAMA/THEATER ARTS

PRIVATE, 1992-93:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	50941	113	65	39094	152	84	30818	155	102	29565	19	18	28200	28	22	38538	448	151
FAC MIX PCT:	0.25			0.34			0.35			0.04			0.06			1.00		
SALARY FACTOR:	0.94			0.92			0.88			0.89			1.01			0.89		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	54149	8627		42539	8327		35164	8585		33342	1122		27900	1349		43175	26888	297
FAC MIX PCT:	0.32			0.31			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of drama/theater arts was reported in 103 of the 188 public institutions. The average salary of the 591 faculty was $34,889. This average salary was approximately 11.2 percent lower than the average salary of $38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of drama/theater arts was reported in 101 of the same 188 public institutions. The average salary of the 560 faculty was $38,206. This average salary was approximately 11.9 percent lower than the average salary of $42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of drama/theater arts after three years in the public institutions studied was 9.5 percent ($38,206 minus $34,889 equals $3,317). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. In comparison with the CPI, there was a relative increase in dramatic arts average faculty salaries over the three-year period by 3.4 percent or an average of 1.1 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent ($42,746 minus $38,789 equals $3,957). In comparison to the discipline/major field of dramatic arts (9.5%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .7 percent (10.2% minus 9.5% equals .7%) less than faculty in the discipline/major field of drama/theater arts.

The reader may note that the faculty mix percentage in drama/theater arts is lower at the professor rank than at the assistant professor rank in the 1989-90 study: 27 percent vs. 36 percent, and in the 1992-93 study it is 28 percent vs. 33 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in drama/theater arts in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1989-90, 9.3 percent (55/591) vs. 5.5 percent (2,249/41,133), respectively; and higher in 1992-93, 6.1 percent (34/560) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of drama/theater arts was reported in 147 of the 297 private institutions. The average salary of the 462 faculty was $33,784. This average salary was 11.5 percent lower than the average salary of $37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/major field of drama/theater arts was reported in 151 of the same 297 private institutions. The average salary of the 448 faculty was $38,538. This average salary was 12 percent lower than the average salary of $43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in drama/theater arts after three years in the private institutions studied was 14.1 percent ($38,538 minus $33,784 equals $4,754). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 1.2 percent or .4 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent ($43,175 minus $37,657 equals $5,518). In comparison to the discipline/major field of drama/-theater arts (14.1%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by .6 percent (14.7% minus 14.1% equals .6%) more than faculty in drama/theater arts.

In the discipline/major field of drama/theater arts, the reader may note that the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank in both studies: 25 percent vs. 36 percent (1989--90), respectively; and 25 percent vs. 35 percent, (1992-93), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-90), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in drama/theater arts was higher than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 6.1 percent (28/462) vs. 5.4 percent (1,382/-25,703), respectively, and the same in the 1992-93 private study: 4.2 percent (19/448) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of drama/theater arts and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,061 (1.5%) faculty in the discipline/major field of drama/theater arts participated and were included in the 39 disciplines/major fields of in each of the four studies and in the overall total of 136,584 partciipating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of drama/theater arts in both the 1989-90 public and private studies were some 10 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00). The average faculty salary factors for all ranks in drama/theater arts in both the 1992-93 public and private studies were some 11 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00).

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in drama/theater arts in the public institutions received an average annual salary increase of 1.1 percent below the cost-of-living.

Third, in the discipline/major field of drama/theater arts the professor rank FAC MIX PCTs are lower than those in the assistant professor rank in both the 1989-90 and 1992-93 public studies, and the same is true both in the 1989-90 and 1992-93 private studies. These data show that the discipline/major field of drama/theater arts in both the public and private studies is still an emerging discipline/major field in academia.

Finally, the hiring rate of new assistant professors in drama/theater arts in the 1989-90 public and private studies was higher than in ALL MAJOR FIELDS. In the 1989-90 public study it was also higher but in the 1992-93 private study it was the same as in ALL MAJOR FIELDS.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of drama/theater arts is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education at Appalachian State University, Boone, North Carolina. Co-author George F. Howe is director of support services at Troy State University, Montgomery, Alabama.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ANTHROPOLOGY

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AND MARKETING MANAGEMENT

CHEMISTRY

COMMUNICATIONS

COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES

CURRICULUM AND INSTRUCTION

DRAMA/THEATER ARTS

ECONOMICS

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGES AND LITERATURES/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

SPEECH PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Boise State University (ID)
Bridgewater State College (MA)
California State University-Fullerton (CA)
California State University-Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, (The) The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Stroudsburg University (PA)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Francis Marion University (SC)
Frostburg State University (MD)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Georgia State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lander University (SC)
Lincoln University (MO)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Mississippi University for Women (MS)
Mississippi Valley State University (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorehead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
North Adams State College (MA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Potsdam College of SUNY (NY)
Queens College (CUNY) (NY)
Radford University (VA)
Ramapo College (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
Sangamon State University (IL)
Shepherd College (WV)
Sonoma State University (CA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud State University (MN)
State University College at Buffalo (NY)
State University College-Old Westbury (NY)
State University of New York College-Fredonia (NY)
State University of New York-Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & M University-Galveston Campus (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama-Huntsville (The) (AL)
University of Alaska Southeast (AK)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland-Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Minnesota Duluth (MN)
University of Missouri-St. Louis (MO)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina-Asheville (NC)
University of North Carolina-Charlotte (NC)
University of North Carolina-Greensboro (NC)
University of North Carolina-Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh-Bradford (PA)
University of Pittsburgh-Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of South Carolina-Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (The) (TN)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the District of Columbia (DC)
University of the Virgin Islands (VI)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Adrian College (MI)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Benedictine College (KS)
Bennett College (NC)
Bentley College (MA)
Berry College (GA)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Bluefield College (VA)
Boston University (MA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Brescia College (KY)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Bucknell University (PA)
Caldwell College (NJ)
Canisius College (NY)
Cardinal Stritch College (WI)
Caribbean University (PR)
Carlow College (PA)
Catawba College (NC)
Cedar Crest College (PA)
Centenary College of Louisiana (LA)
Central College (IA)
Central Wesleyan College (SC)
Christ College Irvine (CA)
Christian Brothers University (TN)
Clarke College (IA)
Coker College (SC)
Colby-Sawyer College (NH)
College of Mount Saint Vincent (NY)
College of Saint Mary (NE)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College Misericordia (PA)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eastern Mennonite College & Seminary (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College (IN)
Franklin Pierce College (NH)
Furman University (SC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grinnell College (IA)
Guilford College (NC)
GMI Engineering & Management Institute (MI)
Hampton University (VA)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Iona College (NY)
John Carroll University (OH)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
Lake Forest College (IL)
Lakeland College (WI)
Lebanon Valley College of Pennsylvania (PA)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis and Clark College (OR)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Loyola University, New Orleans (LA)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattan College (NY)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Milligan College (TN)
Millikin University (IL)
Mills College (CA)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich Univesrity (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of Holy Cross College (LA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Philadelphia College of Textiles and Science (PA)
Piedmont College (GA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
Reed College (OR)
Regis College (MA)
Regis University (CO)
Rhodes College (TN)
Rider College (NJ)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Bonaventure University (NY)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
Salve Regina University (RI)
Santa Clara University (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
St. Ambrose University (IA)
St. Edward's University (TX)
St. John's University (MN)
St. Mary's University (TX)
St. Norbert College (WI)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
The American University (DC)
The Catholic University of America (DC)
The College of Saint Rose (NY)
The Defiance College (OH)
The Johns Hopkins University (MD)
The Sage Colleges, Russell Sage College (NY)
The University of Charleston (WV)
The University of Findley (OH)
The University of Tulsa (OK)
Thomas More College (KY)
Transylvania University (KY)
Trinity College (DC)
Trinity College of Vermont (VT)
Tufts University (MA)
Tusculum College (TN)
Union College (NE)
University of Central Texas (TX)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of LA Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
Utica College of Syracuse University (NY)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington College (MA)
Waynesburg College (PA)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell College (MD)
William Penn College (IA)
Wilmington College (OH)
Wingate College (NC)
Worcester Polytechnic Institute (MA)

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN ECONOMICS
FOR THE YEARS
1989-90 AND 1992-93

By
Richard D. Howe
and
Barry Elledge

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted; one for public senior colleges and universities, the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including economics. The disciplines were chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990. The definition of the discipline/major field of economics in the _CIP_ is as follows:

> An instructional program that generally describes the systematic study of the production, conservation and allocation of resources in conditions of scarcity, together with the organizational framewords related to these processes. Includes instruction in economic theory, micro- and macro-economics, comparative economic systems, money and banking systems, international economics, quantitative analytical methods, and applications to specific industries and public policy issues.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990], pp. 144-145--45.0601).]

This article presents a summary of the overall average salary increases in the discipline/major field of economics from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of economics for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. The CPI uses a base period of 1982-84 and is based on prices a "market basket" of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. Thus, comparing changes in the faculty salaries with the CPI provides a better representation of "real" salary changes.

Reported salaries are based on a nine- or ten-month academic year contract of fulltime faculty only. Not included are faculty members teaching less than 51 percent of a typical load. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline and reflects full-time faculty only.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major

field who hold a given academic rank. For example, a FAC MIX PCT factor of .30 for associate professor of economics in the 1989-90 public study means that 30 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of 1.05 for associate professors in the discipline/major field of economics in the 1989-90 public study means an average salary of five percent higher than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of economics with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1989-90: DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: ECONOMICS																		
AVERAGE SALARY:	50360	260	69	40531	218	75	35069	225	74	34834	47	33	24530	26	18	41780	729	85
FAC MIX PCT:	0.36			0.30			0.31			0.06			0.04			1.00		
SALARY FACTOR:	1.06			1.05			1.10			1.13			1.01			1.08		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47675	14459		38628	11578		31938	12067		30892	2249		24285	3029		38789	41133	188
FAC MIX PCT:	0.35			0.28			0.29			0.05			0.07			1.00		
PUBLIC, 1992-93: DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: ECONOMICS																		
AVERAGE SALARY:	55475	342	95	45237	280	92	39965	243	81	40555	22	18	27284	33	18	47049	898	106
FAC MIX PCT:	0.38			0.31			0.27			0.02			0.04			1.00		
SALARY FACTOR:	1.06			1.06			1.12			1.19			1.03			1.10		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	52457	14885		42528	12077		35529	12869		34198	1862		26557	3029		42746	42860	188
FAC MIX PCT:	0.35			0.28			0.30			0.04			0.07			1.00		
PRIVATE, 1989-90: DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: ECONOMICS																		
AVERAGE SALARY:	59643	148	54	40813	166	64	35164	150	60	33405	25	17	32017	17	10	44534	481	84
FAC MIX PCT:	0.31			0.35			0.31			0.05			0.04			1.00		
SALARY FACTOR:	1.26			1.10			1.14			1.12			1.30			1.18		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47390	8138		37041	8025		30809	8093		29894	1382		24640	1447		37657	25703	297
FAC MIX PCT:	0.32			0.31			0.31			0.05			0.06			1.00		
PRIVATE, 1992-93: DISCIPLINE: SOCIAL SCIENCES MAJOR.FIELD: ECONOMICS																		
AVERAGE SALARY:	65109	184	74	46243	237	96	41867	196	83	37563	19	17	33777	16	15	50056	633	130
FAC MIX PCT:	0.29			0.37			0.31			0.03			0.03			1.00		
SALARY FACTOR:	1.20			1.09			1.19			1.13			1.21			1.16		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54149	8627		42539	8327		35164	8585		33342	1122		27900	1349		43175	26888	297
FAC MIX PCT:	0.32			0.31			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the discipline/major field of economics was reported in 85 of the 188 public institutions reporting. The average salary of the 729 faculty was $41,780. This average salary was approximately 7.7 percent higher than the average salary of $38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of economics was reported in 106 of the same 188 public institutions. The average salary of the 898 faculty was $47,049. This average salary was approximately 10.1 percent higher than the average salary of $42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of economics after three years in the public institutions studied was 12.6 percent ($47,049 minus $41,780 equals $5,269). The CPI increased 12.9 percent between October 1989 and October 1992. In comparison with the CPI, there was a shortfall in average faculty salaries for economics faculty over the three-year period of .3 percent, or an average of .1 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent ($42,746 minus $38,789 equals $3,957). In comparison to the discipline/major field of economics (12.6%), therefore, the average salary increase for faculty in ALL MAJOR FIELDS was 2.4 percent (12.6% minus 10.2% equals 2.4%) less than faculty in economics.

The reader may note that the faculty mix percentage in economics is higher at the professor rank than at the assistant professor rank in both study years: 36 percent vs. 31 percent for 1989-90, and 38 percent vs. 27 percent for 1992-93. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in economics in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1989-90, 6.4 percent (47/729) vs. 5.5 percent (2,249/41,133), respectively; and lower in 1992-93, 2.4 percent (22/898) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the discipline/major field of economics was reported in 84 of the 297 private institutions. The average salary of the [illegible]31 faculty was $44,534 was 18.3 percent higher than the average salary of $37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/-major field of economics was reported in 130 of the same 297 private institutions. The average salary of the 633 faculty was $50,056. This average salary was 16 percent higher than the average salary of $43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in economics after three years in the private institutions studied was 12.4 percent ($50,056 minus $44,534 equals $5,522). The CPI increased 12.9 percent between October 1989 and October 1992 A more realistic comparison, therefore, is that average faculty salaries fell .5 percent behing the cost-of-living over the three-year time period (or .17 percent each year).

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent ($43,175 minus $37,657 equals $5,518) compared to only 12.4 percent for economics faculty;

therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.3 percent more than faculty in economics.

In the discipline/major field of economics, the faculty mix percentage is the same at the professor rank in comparison to the assistant professor rank in the 1989-90 study (31 percent vs. 31 percent); and lower at the professor rank compared to the assistant professor rank in the 1992-93 study (29 percent vs. 31 percent). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-1990), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in economics in private institutions was lower than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 5.2 percent (25/481) vs. 5.4 percent (1,382/25,703), respectively, and lower in the 1992-93 private study: 3 percent (19/633) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of economics and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,741 (1.5%) faculty in the discipline/major field of economics participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of economics in 1989-90 in the public and private studies were some eight percent and 18 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of economics in 1992-93 in the public and private studies were 10 percent and 16 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI increased 12.9 percent from October 1989 to October 1992, and indicates that the faculty in economics in the public institutions received an average annual salary which lagged .1 percent behing the cost-of-living. In the private institutions the annual average salary increase was .5 percent behind the cost-of-living.

Third, in the discipline/major field of economics the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1989-90 and 1992-93 public studies. In the private study of 1989-90 the FAC MIX PCTS are the same, and in the 1992-93 study the professor rank is higher.

Finally, the hiring rate of new assistant professors in economics was higher than in ALL MAJOR FIELDS for the 1989-90 public study but lower in the 1992-93 study. In the 1989-90 and 1992-93 private studies the hiring rate was lower than in ALL MAJOR FIELDS.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of economics is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

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APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ANTHROPOLOGY

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AND MARKETING MANAGEMENT

CHEMISTRY

COMMUNICATIONS

COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES

CURRICULUM AND INSTRUCTION

DRAMA/THEATER ARTS

ECONOMICS

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGES AND LITERATURES/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

SPEECH PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Boise State University (ID)
Bridgewater State College (MA)
California State University-Fullerton (CA)
California State University-Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, (The) The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Stroudsburg University (PA)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Francis Marion University (SC)
Frostburg State University (MD)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Georgia State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University (PA)
Lander University (SC)
Lincoln University (MO)
Lincoln University of Pennsylvania (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Mississippi University for Women (MS)
Mississippi Valley State University (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorehead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
North Adams State College (MA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Potsdam College of SUNY (NY)
Queens College (CUNY) (NY)
Radford University (VA)
Ramapo College (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
Sangamon State University (IL)
Shepherd College (WV)
Sonoma State University (CA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud State University (MN)
State University College at Buffalo (NY)
State University College-Old Westbury (NY)
State University of New York College-Fredonia (NY)
State University of New York-Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & M University-Galveston Campus (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama-Huntsville (The) (AL)
University of Alaska Southeast (AK)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland-Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Minnesota Duluth (MN)
University of Missouri-St. Louis (MO)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina-Asheville (NC)
University of North Carolina-Charlotte (NC)
University of North Carolina-Greensboro (NC)
University of North Carolina-Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh-Bradford (PA)
University of Pittsburgh-Johnstown (PA)
University of Puerto Rico-Humacão University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina Coastal Carolina College (SC)
University of South Carolina-Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (The) (TN)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the District of Columbia (DC)
University of the Virgin Islands (VI)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Adrian College (MI)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Benedictine College (KS)
Bennett College (NC)
Bentley College (MA)
Berry College (GA)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Bluefield College (VA)
Boston University (MA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Brescia College (KY)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Bucknell University (PA)
Caldwell College (NJ)
Canisius College (NY)
Cardinal Stritch College (WI)
Caribbean University (PR)
Carlow College (PA)
Catawba College (NC)
Cedar Crest College (PA)
Centenary College of Louisiana (LA)
Central College (IA)
Central Wesleyan College (SC)
Christ College Irvine (CA)
Christian Brothers University (TN)
Clarke College (IA)
Coker College (SC)
Colby-Sawyer College (NH)
College of Mount Saint Vincent (NY)
College of Saint Mary (NE)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College Misericordia (PA)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eastern Mennonite College & Seminary (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College (IN)
Franklin Pierce College (NH)
Furman University (SC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grinnell College (IA)
Guilford College (NC)
GMI Engineering & Management Institute (MI)
Hampton University (VA)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Iona College (NY)
John Carroll University (OH)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
Lake Forest College (IL)
Lakeland College (WI)
Lebanon Valley College of Pennsylvania (PA)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis and Clark College (OR)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Loyola University, New Orleans (LA)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattan College (NY)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Milligan College (TN)
Millikin University (IL)
Mills College (CA)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich Univesrity (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of Holy Cross College (LA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Philadelphia College of Textiles and Science (PA)
Piedmont College (GA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
Reed College (OR)
Regis College (MA)
Regis University (CO)
Rhodes College (TN)
Rider College (NJ)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Bonaventure University (NY)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
Salve Regina University (RI)
Santa Clara University (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
St. Ambrose University (IA)
St. Edward's University (TX)
St. John's University (MN)
St. Mary's University (TX)
St. Norbert College (WI)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
The American University (DC)
The Catholic University of America (DC)
The College of Saint Rose (NY)
The Defiance College (OH)
The Johns Hopkins University (MD)
The Sage Colleges, Russell Sage College (NY)
The University of Charleston (WV)
The University of Findley (OH)
The University of Tulsa (OK)
Thomas More College (KY)
Transylvania University (KY)
Trinity College (DC)
Trinity College of Vermont (VT)
Tufts University (MA)
Tusculum College (TN)
Union College (NE)
University of Central Texas (TX)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
Utica College of Syracuse University (NY)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington College (MA)
Waynesburg College (PA)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell College (MD)
William Penn College (IA)
Wilmington College (OH)
Wingate College (NC)
Worcester Polytechnic Institute (MA)

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN EDUCATION FOR THE YEARS 1989-90 AND 1992-93

By
Richard D. Howe
and
Alexander Erwin

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including education. The disciplines were chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990. The definition of the discipline/major field of education in the _CIP_ is as follows:

> A summary of groups of instructional programs that describe the theory and practice of learning and teaching, and related research, administrative and support services.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990], p. 74--13.)]

This article presents a summary of the overall average salary increases in the discipline/major field of education from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used is both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of education for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or 10-month academic year salary of fulltime faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .30

for associate professor of education in the 1989-90 public study means that 30 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of 1.00 for associate professors in the discipline/major field of education in the 1989-90 public study means that their average salary is 0 percent higher, or the same, as the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of education with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1989-90:							DISCIPLINE: EDUCATION MAJOR FIELD: EDUCATION											
AVERAGE SALARY:	47537	660	90	38439	548	83	31073	539	86	29929	131	55	25345	83	39	38956	1830	96
FAC MIX PCT:	0.36			0.30			0.29			0.07			0.05			1.00		
SALARY FACTOR:	1.00			1.00			0.97			0.97			1.04			1.00		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	47675	14459		38628	11578		31938	12067		30892	2249		24285	3029		38789	41133	188
FAC MIX PCT:	0.35			0.28			0.29			0.05			0.07			1.00		
PUBLIC, 1992-93:							DISCIPLINE: EDUCATION MAJOR FIELD: EDUCATION											
AVERAGE SALARY:	50934	967	129	41619	760	131	34341	929	129	32495	133	68	26459	177	66	41464	2833	138
FAC MIX PCT:	0.34			0.27			0.33			0.05			0.06			1.00		
SALARY FACTOR:	0.97			0.98			0.97			0.95			1.00			0.97		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	52457	14885		42528	12077		35529	12869		34198	1862		26557	3029		42746	42860	188
FAC MIX PCT:	0.35			0.28			0.30			0.04			0.07			1.00		
PRIVATE, 1989-90:							DISCIPLINE: EDUCATION MAJOR FIELD: EDUCATION											
AVERAGE SALARY:	42956	314	122	34304	334	134	28107	328	134	27144	69	57	22453	53	44	34358	1029	183
FAC MIX PCT:	0.31			0.32			0.32			0.07			0.05			1.00		
SALARY FACTOR:	0.91			0.93			0.91			0.91			0.91			0.91		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	47390	8138		37041	8025		30809	8093		29894	1382		24640	1447		37657	25703	297
FAC MIX PCT:	0.32			0.31			0.31			0.05			0.06			1.00		
PRIVATE, 1992-93:							DISCIPLINE: EDUCATION MAJOR FIELD: EDUCATION											
AVERAGE SALARY:	48803	361	141	39020	398	153	32672	576	176	31234	84	62	25028	71	53	38224	1406	214
FAC MIX PCT:	0.26			0.28			0.41			0.06			0.05			1.00		
SALARY FACTOR:	0.90			0.92			0.93			0.94			0.90			0.89		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	54149	8627		42539	8327		35164	8585		33342	1122		27900	1349		43175	26888	297
FAC MIX PCT:	0.32			0.31			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of education was reported in 96 of the 188 public institutions. The average salary of the 1,830 faculty was $38,956. This average salary was approximately .04 percent higher than the average salary of $38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of education was reported in 138 of the same 188 public institutions. The average salary of the 2,833 faculty was $41,464. This average salary was approximately 3.1 percent lower than the average salary of $42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of education after three years in the public institutions studied was 6.4 percent ($41,464 minus $38,956 equals $2,508). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. In comparison with the CPI, there was a relative increase in education average faculty salaries over the three-year period by 6.5 percent or an average of 2.2 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent ($42,746 minus $38,789 equals $3,957). In comparison to the discipline/major field of education (6.4%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 3.8 percent (10.2% minus 6.4% equals 3.8%) more than faculty in the discipline/major field of education.

The reader may note that the faculty mix percentage in education is higher at the professor rank than at the assistant professor rank in the 1989-90 study: 36 percent vs. 29 percent, and in the 1992-93 study it is also higher: 34 percent vs. 33 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in education in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1989-90, 7.2 percent (131/1,830) vs. 5.5 percent (2,249/41,133), respectively; and higher in 1992-93, 4.7 percent (133/2,833) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of education was reported in 183 of the 297 private institutions. The average salary of the 1,029 faculty was $34,358. This average salary was 9.6 percent lower than the average salary of $37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/major field of education was reported in 214 of the same 297 private institutions. The average salary of the 1,406 faculty was $38,224. This average salary was 13 percent lower than the average salary of $43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in education after three years in the private institutions studied was 11.3 percent ($38,224 minus $34,358 equals $3,866). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 1.6 percent or .5 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent ($43,175 minus

$37,657 equals $5,518). In comparison to the discipline/major field of education (11.3%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 3.4 percent (14.7% minus 11.3% equals 3.4%) more than faculty in education.

In the discipline/major field of education, the reader may note that the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank in both studies: 31 percent vs. 32 percent (1989-90), respectively; and 26 percent vs. 41 percent, (1992-93), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-90), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in education was higher than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 6.7 percent (69/1,029) vs. 5.4 percent (1,382/25,703), respectively, and lower in the 1992-93 private study: 6 percent (84/1,406) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of education and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 7,098 (5.2%) faculty in the discipline/major field of education participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 207 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of education in 1989-90 in the public and private studies were even with and nine percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in education in the public institutions received an average annual salary increase of 2.2 percent below the cost-of-living. In the private institutions the annual average salary increase was .5 percent below the cost-of-living.

Third, in the discipline/major field of education the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1989-90 and 1992-93 public studies but just the opposite is true for both the 1989-90 and 1992-93 private studies.

Finally, the hiring rate of new assistant professors in education in the 1989-90 and 1992-93 public studies was higher than in ALL MAJOR FIELDS. In the private studies the hiring rate was higher in 1989-90 but lower in 1992-93.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of education is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education at Appalachian State University, Boone, North Carolina. Co-author Alexander Erwin is also a professor of leadership and higher education at Appalachian State University.

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B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ANTHROPOLOGY

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AND MARKETING MANAGEMENT

CHEMISTRY

COMMUNICATIONS

COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES

CURRICULUM AND INSTRUCTION

DRAMA/THEATER ARTS

ECONOMICS

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGES AND LITERATURES/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

SPEECH PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Boise State University (ID)
Bridgewater State College (MA)
California State University-Fullerton (CA)
California State University-Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, (The) The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Stroudsburg University (PA)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Francis Marion University (SC)
Frostburg State University (MD)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Georgia State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lander University (SC)
Lincoln University (MO)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Mississippi University for Women (MS)
Mississippi Valley State University (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorehead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
North Adams State College (MA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Potsdam College of SUNY (NY)
Queens College (CUNY) (NY)
Radford University (VA)
Ramapo College (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
Sangamon State University (IL)
Shepherd College (WV)
Sonoma State University (CA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud State University (MN)
State University College at Buffalo (NY)
State University College-Old Westbury (NY)
State University of New York College-Fredonia (NY)
State University of New York-Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & M University-Galveston Campus (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama-Huntsville (The) (AL)
University of Alaska Southeast (AK)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland-Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Minnesota Duluth (MN)
University of Missouri-St. Louis (MO)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina-Asheville (NC)
University of North Carolina-Charlotte (NC)
University of North Carolina-Greensboro (NC)
University of North Carolina-Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh-Bradford (PA)
University of Pittsburgh-Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of South Carolina-Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (The) (TN)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the District of Columbia (DC)
University of the Virgin Islands (VI)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Adrian College (MI)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Benedictine College (KS)
Bennett College (NC)
Bentley College (MA)
Berry College (GA)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Bluefield College (VA)
Boston University (MA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Brescia College (KY)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Bucknell University (PA)
Caldwell College (NJ)
Canisius College (NY)
Cardinal Stritch College (WI)
Caribbean University (PR)
Carlow College (PA)
Catawba College (NC)
Cedar Crest College (PA)
Centenary College of Louisiana (LA)
Central College (IA)
Central Wesleyan College (SC)
Christ College Irvine (CA)
Christian Brothers University (TN)
Clarke College (IA)
Coker College (SC)
Colby-Sawyer College (NH)
College of Mount Saint Vincent (NY)
College of Saint Mary (NE)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College Misericordia (PA)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eastern Mennonite College & Seminary (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College (IN)
Franklin Pierce College (NH)
Furman University (SC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grinnell College (IA)
Guilford College (NC)
GMI Engineering & Management Institute (MI)
Hampton University (VA)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Iona College (NY)
John Carroll University (OH)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
Lake Forest College (IL)
Lakeland College (WI)
Lebanon Valley College of Pennsylvania (PA)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis and Clark College (OR)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Loyola University, New Orleans (LA)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattan College (NY)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Milligan College (TN)
Millikin University (IL)
Mills College (CA)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich Univesrity (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of Holy Cross College (LA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Philadelphia College of Textiles and Science (PA)
Piedmont College (GA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
Reed College (OR)
Regis College (MA)
Regis University (CO)
Rhodes College (TN)
Rider College (NJ)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Bonaventure University (NY)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
Salve Regina University (RI)
Santa Clara University (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
St. Ambrose University (IA)
St. Edward's University (TX)
St. John's University (MN)
St. Mary's University (TX)
St. Norbert College (WI)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
The American University (DC)
The Catholic University of America (DC)
The College of Saint Rose (NY)
The Defiance College (OH)
The Johns Hopkins University (MD)
The Sage Colleges, Russell Sage College (NY)
The University of Charleston (WV)
The University of Findley (OH)
The University of Tulsa (OK)
Thomas More College (KY)
Transylvania University (KY)
Trinity College (DC)
Trinity College of Vermont (VT)
Tufts University (MA)
Tusculum College (TN)
Union College (NE)
University of Central Texas (TX)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
Utica College of Syracuse University (NY)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington College (MA)
Waynesburg College (PA)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (OH)
Wingate College (NC)
Worcester Polytechnic Institute (MA)

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN ENGINEERING FOR THE YEARS 1989-90 AND 1992-93

By
Richard D. Howe
and
Ming Land

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including engineering. The disciplines were chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990. The definition of the discipline/major field of engineering in the _CIP_ is as follows:

> A summary of groups of instructional programs that prepares individuals to apply mathematical and scientific principles to the solution of practical problems for the benefit of society.
>
> [_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990], p. 85--14.).]

This article presents a summary of the overall average salary increases in the discipline/major field of engineering from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of engineering for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or 10-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major

field who hold a given academic rank. For example, a FAC MIX PCT factor of .31 for associate professor of engineering in the 1989-90 public study means that 31 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of 1.18 for associate professors in the discipline/major field of engineering in the 1989-90 public study means that their average salary is 18 percent higher than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of engineering with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

DISCIPLINE: ENGINEERING
MAJOR FIELD: ENGINEERING

PUBLIC, 1989-90:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	56111	566	44	45597	472	47	39196	423	48	39053	64	27	28730	42	22	47311	1503	54
FAC MIX PCT:	0.38			0.31			0.28			0.04			0.03			1.00		
SALARY FACTOR:	1.18			1.18			1.23			1.26			1.22			1.22		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
AVERAGE SALARY:	47675	14459		38628	11578		31938	12067		30892	2249		24285	3029		38789	41133	188
FAC MIX PCT:	0.35			0.28			0.29			0.05			0.07			1.00		

DISCIPLINE: ENGINEERING
MAJOR FIELD: ENGINEERING

PUBLIC, 1992-93:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
AVERAGE SALARY:	61883	552	39	50307	450	43	43853	385	45	44525	61	22	34271	20	10	52854	1407	47
FAC MIX PCT:	0.39			0.32			0.27			0.04			0.01			1.00		
SALARY FACTOR:	1.18			1.18			1.23			1.30			1.29			1.24		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
AVERAGE SALARY:	52457	14885		42528	12077		35529	12869		34198	1862		26557	3029		42746	42860	188
FAC MIX PCT:	0.35			0.28			0.30			0.04			0.07			1.00		

DISCIPLINE: ENGINEERING
MAJOR FIELD: ENGINEERING

PRIVATE, 1989-90:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	58342	498	43	46016	358	42	40623	364	42	41311	48	20	31329	28	14	49032	1248	49
FAC MIX PCT:	0.40			0.29			0.29			0.04			0.02			1.00		
SALARY FACTOR:	1.23			1.24			1.32			1.38			1.27			1.30		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
AVERAGE SALARY:	47390	8138		37041	8025		30809	8093		29894	1382		24640	1447		37657	25703	297
FAC MIX PCT:	0.32			0.31			0.31			0.05			0.06			1.00		

DISCIPLINE: ENGINEERING
MAJOR FIELD: ENGINEERING

PRIVATE, 1992-93:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
AVERAGE SALARY:	66171	541	44	52314	440	42	45644	338	44	44523	37	18	39408	13	8	56123	1332	47
FAC MIX PCT:	0.41			0.33			0.25			0.03			0.01			1.00		
SALARY FACTOR:	1.22			1.23			1.30			1.34			1.41			1.30		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
AVERAGE SALARY:	54149	8627		42539	8327		35164	8585		33342	1122		27900	1349		43175	26888	297
FAC MIX PCT:	0.32			0.31			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of engineering was reported in 54 of the 188 public institutions. The average salary of the 1,503 faculty was $47,311. This average salary was approximately 22 percent higher than the average salary of $38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of engineering was reported in 47 of the same 188 public institutions. The average salary of the 1,407 faculty was $52,854. This average salary was approximately 24 percent higher than the average salary of $42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of engineering after three years in the public institutions studied was 12 percent ($52,854 minus $47,311 equals $5,543). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year period, is .9 percent or .3 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent ($42,746 minus $38,789 equals $3,957). In comparison to the discipline/major field of engineering (11.7%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.5 percent (11.7% minus 10.2% equals 1.5%) less than faculty in the discipline/major field of engineering.

The reader may note that the faculty mix percentage in engineering is higher at the professor rank than at the assistant professor rank in the 1989-90 study: 38 percent vs. 28 percent, and in the 1992-93 study it is 39 percent vs. 27 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90), and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in engineering in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1989-90, 4.3 percent (64/1503) vs. 5.5 percent (2,249/41,133), respectively; and the same in 1992-93, 4.3 percent (61/1,407) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of engineering was reported in 49 of the 297 private institutions. The average salary of the 1,248 faculty was $49,032. This average salary was 30.2 percent higher than the average salary of $37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/major field of engineering was reported in 47 of the same 297 private institutions. The average salary of the 1,332 faculty was $56,123. This average salary was 30 percent higher than the average salary of $43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in engineering after three years in the private institutions studied was 14.5 percent ($56,123 minus $49,032 equals $7,091). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries in engineering over the three-year time period, is 1.6 percent or .53 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent ($43,175 minus $37,657 equals $5,518). In comparison to the discipline/major field of engineering (14.5%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by .2 percent (14.7% minus 14.5% equals .2%) more than faculty in engineering.

In the discipline/major field of engineering, the reader may note that the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank in 1989-90: 40 percent vs. 29 percent, respectively; and higher also in 1992-93: 41 percent vs. 25 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-1990), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in engineering was lower than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 3.8 percent (48/1,248) vs. 5.4 percent (1,382/25,703), respectively, and lower in the 1992-93 private study: 2.8 percent (37/1,332) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of engineering and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total 5,490 (4%) faculty in the discipline/major field of engineering participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of engineering in 1989-90 in the public and private studies were some 22 percent and 30 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of engineering in 1992-93 in the public and private studies were 24 percent and 30 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in engineering in the public institutions received an average annual salary of .4 percent below the cost-of-living. In the private institutions the annual average salary was .53 percent above the cost-of-living.

Third, in the discipline/major field of engineering the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1989-90 and 1992-93 public and private studies.

Finally, the hiring rate of new assistant professors in engineering in the 1989-90 public and private studies was lower than in ALL MAJOR FIELDS. In the 1992-93 public study the hiring rate was the same, and in the 1992-93 private study it was lower.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of engineering is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education at Appalachian State University, Boone, North Carolina. Co-author Mind Land is Dean of the College of Fine and Applied Arts and a professor of technology at Appalachian State University.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ANTHROPOLOGY

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AND MARKETING MANAGEMENT

CHEMISTRY

COMMUNICATIONS

COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES

CURRICULUM AND INSTRUCTION

DRAMA/THEATER ARTS

ECONOMICS

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGES AND LITERATURES/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

SPEECH PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Boise State University (ID)
Bridgewater State College (MA)
California State University-Fullerton (CA)
California State University-Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, (The) The Military College of
South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the
University of Virginia (VA)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Stroudsburg University (PA)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Francis Marion University (SC)
Frostburg State University (MD)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Georgia State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lander University (SC)
Lincoln University (MO)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Mississippi University for Women (MS)
Mississippi Valley State University (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorehead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
North Adams State College (MA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Potsdam College of SUNY (NY)
Queens College (CUNY) (NY)
Radford University (VA)
Ramapo College (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
Sangamon State University (IL)
Shepherd College (WV)
Sonoma State University (CA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud State University (MN)
State University College at Buffalo (NY)
State University College-Old Westbury (NY)
State University of New York College-Fredonia (NY)
State University of New York-Institute of Technology at Utica/Rome (NY)

Tennessee Technological University (TN)
Texas A & M University-Galveston Campus (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama-Huntsville (The) (AL)
University of Alaska Southeast (AK)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland-Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Minnesota Duluth (MN)
University of Missouri-St. Louis (MO)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina-Asheville (NC)
University of North Carolina-Charlotte (NC)
University of North Carolina-Greensboro (NC)
University of North Carolina-Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh-Bradford (PA)
University of Pittsburgh-Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of South Carolina-Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (The) (TN)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the District of Columbia (DC)
University of the Virgin Islands (VI)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Adrian College (MI)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Benedictine College (KS)
Bennett College (NC)
Bentley College (MA)
Berry College (GA)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Bluefield College (VA)
Boston University (MA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Brescia College (KY)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Bucknell University (PA)
Caldwell College (NJ)
Canisius College (NY)
Cardinal Stritch College (WI)
Caribbean University (PR)
Carlow College (PA)
Catawba College (NC)
Cedar Crest College (PA)
Centenary College of Louisiana (LA)
Central College (IA)
Central Wesleyan College (SC)
Christ College Irvine (CA)
Christian Brothers University (TN)
Clarke College (IA)
Coker College (SC)
Colby-Sawyer College (NH)
College of Mount Saint Vincent (NY)
College of Saint Mary (NE)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College Misericordia (PA)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eastern Mennonite College & Seminary (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College (IN)
Franklin Pierce College (NH)
Furman University (SC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grinnell College (IA)
Guilford College (NC)
GMI Engineering & Management Institute (MI)
Hampton University (VA)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Iona College (NY)
John Carroll University (OH)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
Lake Forest College (IL)
Lakeland College (WI)
Lebanon Valley College of Pennsylvania (PA)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis and Clark College (OR)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Loyola University, New Orleans (LA)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattan College (NY)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Milligan College (TN)
Millikin University (IL)
Mills College (CA)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich Univesrity (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of Holy Cross College (LA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Philadelphia College of Textiles and Science (PA)
Piedmont College (GA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
Reed College (OR)
Regis College (MA)
Regis University (CO)
Rhodes College (TN)
Rider College (NJ)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Bonaventure University (NY)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
Salve Regina University (RI)
Santa Clara University (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
St. Ambrose University (IA)
St. Edward's University (TX)
St. John's University (MN)
St. Mary's University (TX)
St. Norbert College (WI)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
The American University (DC)
The Catholic University of America (DC)
The College of Saint Rose (NY)
The Defiance College (OH)
The Johns Hopkins University (MD)
The Sage Colleges, Russell Sage College (NY)
The University of Charleston (WV)
The University of Findley (OH)
The University of Tulsa (OK)
Thomas More College (KY)
Transylvania University (KY)
Trinity College (DC)
Trinity College of Vermont (VT)
Tufts University (MA)
Tusculum College (TN)
Union College (NE)
University of Central Texas (TX)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
Utica College of Syracuse University (NY)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington College (MA)
Waynesburg College (PA)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell College (MD)
William Penn College (IA)
Wilmington College (OH)
Wingate College (NC)
Worcester Polytechnic Institute (MA)

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN ENGINEERING-RELATED TECHNOLOGIES FOR THE YEARS 1989-90 AND 1992-93

By
Richard D. Howe
and
Patton B. Reighard

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including engineering-related technologies. The disciplines were chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990. The definition of the discipline/major field of engineering-related technologies in the _CIP_ is as follows:

> A summary of groups of instructional programs that prepare individuals to apply basic engineering principles and technical skills in support of engineering and related projects.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990], p. 93--15.).]

This article presents a summary of the overall average salary increases in the discipline/major field of engineering-related technologies from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from

those same 188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of engineering-related technologies for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or 10-month academic year salary of fulltime faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .35 for associate professor of engineering-related technologies in the 1989-90 public study means that 35 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of 1.01 for associate professors in the discipline/major field of engineering-related technologies in the 1989-90 public study means that their average salary is one percent higher than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of engineering-related technologies with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

DISCIPLINE: ENGINEERING TECHNOLOGIES
MAJOR FIELD: ENGINEERING-RELATED TECHNOLOGIES

PUBLIC, 1989-90:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	45731	162	37	39173	255	50	33410	249	47	33027	32	22	27559	64	26	37644	730	53
FAC MIX PCT:	0.22			0.35			0.34			0.04			0.09			1.00		
SALARY FACTOR:	0.96			1.01			1.05			1.07			1.13			0.97		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	47675	14459		38628	11578		31938	12067		30892	2249		24285	3029		38789	41133	188
FAC MIX PCT:	0.35			0.28			0.29			0.05			0.07			1.00		

DISCIPLINE: ENGINEERING TECHNOLOGIES
MAJOR FIELD: ENGINEERING-RELATED TECHNOLOGIES

PUBLIC, 1992-93:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	51208	193	47	43657	283	57	37073	268	55	37614	23	15	29920	49	23	42420	793	60
FAC MIX PCT:	0.24			0.36			0.34			0.03			0.06			1.00		
SALARY FACTOR:	0.98			1.03			1.04			1.10			1.13			0.99		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	52457	14885		42528	12077		35529	12869		34198	1862		26557	3029		42746	42860	188
FAC MIX PCT:	0.35			0.28			0.30			0.04			0.07			1.00		

DISCIPLINE: ENGINEERING TECHNOLOGIES
MAJOR FIELD: ENGINEERING-RELATED TECHNOLOGIES

PRIVATE, 1989-90:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	51150	22	5	39573	26	10	33069	41	13	31500	1	1	23698	4	3	38761	93	14
FAC MIX PCT:	0.24			0.28			0.44			0.01			0.04			1.00		
SALARY FACTOR:	1.08			1.07			1.07			1.05			0.96			1.03		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	47390	8138		37041	8025		30809	8093		29894	1382		24640	1447		37657	25703	297
FAC MIX PCT:	0.32			0.31			0.31			0.05			0.06			1.00		

DISCIPLINE: ENGINEERING TECHNOLOGIES
MAJOR FIELD: ENGINEERING-RELATED TECHNOLOGIES

PRIVATE, 1992-93:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	56396	26	5	42987	34	9	37660	23	9	42500	3	2	32469	6	6	44818	89	11
FAC MIX PCT:	0.29			0.38			0.26			0.03			0.07			1.00		
SALARY FACTOR:	1.04			1.01			1.07			1.27			1.16			1.04		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	54149	8627		42539	8327		35164	8585		33342	1122		27900	1349		43175	26888	297
FAC MIX PCT:	0.32			0.31			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of engineering-related technologies was reported in 53 of the 188 public institutions. The average salary of the 730 faculty was $37,644. This average salary was approximately 3 percent lower than the average salary of $38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of engineering-related technologies was reported in 60 of the same 188 public institutions. The average salary of the 793 faculty was $42,420. This average salary was approximately .8 percent lower than the average salary of $42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of engineering-related technologies after three years in the public institutions studied was 12.7 percent ($42,420 minus $37,644 equals $4,776). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year period, is .2 percent or .06 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent ($42,746 minus $38,789 equals $3,957). In comparison to the discipline/major field of engineering-related technologies (12.7%); therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.5 percent (12.7% minus 10.2% equals 2.5%) less than faculty in the discipline/major field of engineering-related technologies.

The reader may note that the faculty mix percentage in engineering-related technologies is lower at the professor rank than at the assistant professor rank in the 1989-90 study: 22 percent vs. 34 percent, and in the 1992-93 study it is 24 percent vs. 34 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in engineering-related technologies in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1989-90, 4.4 percent (32/730) vs. 5.5 percent (2,249/41,133), respectively; and lower in 1992-93, 2.9 percent (23/793) vs. 4.3 percent (1,862/-42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of engineering-related technologies was reported in 14 of the 297 private institutions. The average salary of the 93 faculty was $38,761. This average salary was 2.9 percent higher than the average salary of $37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/-major field of engineering-related technologies was reported in 11 of the same 297 private institutions. The average salary of the 89 faculty was $44,818. This average salary was 3.8 percent higher than the average salary of $43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in engineering-related technologies after three years in the private institutions studied was 15.6 percent ($44,818 minus $38,761 equals $6,057). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 2.7 percent or .9 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent ($43,175 minus $37,657 equals $5,518). In comparison to the discipline/major field of engineering-related technologies (15.6), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by .9 percent (15.6% minus 14.7 equals .9) less than faculty in engineering-related technologies.

In the discipline/major field of engineering-related technologies, the reader may note that the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank in: 24 percent vs. 44 percent (1989-90), respectively; and higher 29 percent vs. 26 percent, (1992-93), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-1990), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in engineering-related technologies was lower than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 1.1 percent (1/93) vs. 5.4 percent (1,382/25,703), respectively, and lower in the 1992-93 private study: 3.4 percent (3/89) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of engineering-related technologies and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,705 (1.2%) faculty in the discipline/major field engineering-related technologies participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of engineering-related technologies in 1989-90 in the public and private studies were some three percent below and three percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in engineering-related technologies in 1992-93 in the public and private studies were one percent below and four percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in engineering-related technologies in the public institutions received an average annual salary increase of .06 percent below the cost-of-living. In the private institutions the annual average salary increase was .9 percent each year above the cost-of-living.

Third, in the discipline/major field of engineering-related technologies the professor rank FAC MIX PCTs were lower than those in the assistant professor rank in both public studies and in the 1989-90 private study but higher in the 1992-93 private study.

Finally, the hiring rate of new assistant professors in engineering-related technologies in both the 1989-90 and 1992-93 public and private studies was lower than in ALL MAJOR FIELDS.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of engineering-related technologies is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education at Appalachian State University, Boone, North Carolina. Co-author Patton B. Reighard is the Associate Dean of the College of Fine and Applied Arts and a professor of communication at Appalachian State University.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ANTHROPOLOGY
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
BUSINESS MARKETING AND MARKETING MANAGEMENT
CHEMISTRY
COMMUNICATIONS
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS
ECONOMICS
EDUCATION
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGES AND LITERATURES/LETTERS
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY
HOME ECONOMICS
LIBRARY SCIENCE
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
NURSING (R.N. TRAINING)
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICS
POLITICAL SCIENCE AND GOVERNMENT
PROTECTIVE SERVICES
PSYCHOLOGY
READING TEACHER EDUCATION
SOCIAL SCIENCES
SOCIOLOGY
SPECIAL EDUCATION
SPEECH PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS
TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Boise State University (ID)
Bridgewater State College (MA)
California State University-Fullerton (CA)
California State University-Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, (The) The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Stroudsburg University (PA)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Francis Marion University (SC)
Frostburg State University (MD)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Georgia State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lander University (SC)
Lincoln University (MO)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Mississippi University for Women (MS)
Mississippi Valley State University (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorehead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
North Adams State College (MA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Potsdam College of SUNY (NY)
Queens College (CUNY) (NY)
Radford University (VA)
Ramapo College (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
Sangamon State University (IL)
Shepherd College (WV)
Sonoma State University (CA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud State University (MN)
State University College at Buffalo (NY)
State University College-Old Westbury (NY)
State University of New York College-Fredonia (NY)
State University of New York-Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & M University-Galveston Campus (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama-Huntsville (The) (AL)
University of Alaska Southeast (AK)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland-Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Minnesota Duluth (MN)
University of Missouri-St. Louis (MO)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina-Asheville (NC)
University of North Carolina-Charlotte (NC)
University of North Carolina-Greensboro (NC)
University of North Carolina-Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh-Bradford (PA)
University of Pittsburgh-Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of South Carolina-Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (The) (TN)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the District of Columbia (DC)
University of the Virgin Islands (VI)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Adrian College (MI)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Benedictine College (KS)
Bennett College (NC)
Bentley College (MA)
Berry College (GA)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Bluefield College (VA)
Boston University (MA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Brescia College (KY)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Bucknell University (PA)
Caldwell College (NJ)
Canisius College (NY)
Cardinal Stritch College (WI)
Caribbean University (PR)
Carlow College (PA)
Catawba College (NC)
Cedar Crest College (PA)
Centenary College of Louisiana (LA)
Central College (IA)
Central Wesleyan College (SC)
Christ College Irvine (CA)
Christian Brothers University (TN)
Clarke College (IA)
Coker College (SC)
Colby-Sawyer College (NH)
College of Mount Saint Vincent (NY)
College of Saint Mary (NE)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College Misericordia (PA)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eastern Mennonite College & Seminary (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
Faith Baptist Bible College &
  Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College (IN)
Franklin Pierce College (NH)
Furman University (SC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grinnell College (IA)
Guilford College (NC)
GMI Engineering & Management Institute (MI)
Hampton University (VA)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Iona College (NY)
John Carroll University (OH)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
Lake Forest College (IL)
Lakeland College (WI)
Lebanon Valley College of Pennsylvania (PA)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis and Clark College (OR)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Loyola University, New Orleans (LA)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattan College (NY)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Milligan College (TN)
Millikin University (IL)
Mills College (CA)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich Univesrity (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of Holy Cross College (LA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Philadelphia College of Textiles and Science (PA)
Piedmont College (GA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
Reed College (OR)
Regis College (MA)
Regis University (CO)
Rhodes College (TN)
Rider College (NJ)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Bonaventure University (NY)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
Salve Regina University (RI)
Santa Clara University (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
St. Ambrose University (IA)
St. Edward's University (TX)
St. John's University (MN)
St. Mary's University (TX)
St. Norbert College (WI)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
The American University (DC)
The Catholic University of America (DC)
The College of Saint Rose (NY)
The Defiance College (OH)
The Johns Hopkins University (MD)
The Sage Colleges, Russell Sage College (NY)
The University of Charleston (WV)
The University of Findley (OH)
The University of Tulsa (OK)
Thomas More College (KY)
Transylvania University (KY)
Trinity College (DC)
Trinity College of Vermont (VT)
Tufts University (MA)
Tusculum College (TN)
Union College (NE)
University of Central Texas (TX)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
Univers[illegible] of Dubuque (IA)
Universi[illegible] Evansville (IN)
University of LA Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
Utica College of Syracuse University (NY)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington College (MA)
Waynesburg College (PA)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell College (MD)
William Penn College (IA)
Wilmington College (OH)
Wingate College (NC)
Worcester Polytechnic Institute (MA)

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN ENGLISH LANGUAGE AND LITERATURE/LETTERS FOR THE YEARS 1989-90 AND 1992-93

By
Richard D. Howe and Kimberly Murdock

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines/major fields including English language and literature/letters. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of English language and literature/letters in the CIP is as follows:

> A summary of groups of instructional programs that describe the structure and use of the English language and dialects, speech, writing, and various aspects of the literatures and cultures of the English-speaking peoples.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 110--23.).]

This article presents a summary of the overall average salary increases in the discipline/major field of English language and literature/letters from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of the discipline/major field of English language and literature/letters for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or 10-month academic year salary of fulltime faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .25 for associate professor of English language and literature/letters in the 1989-90 public study means that 29 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .94 for associate professors in the discipline/major field of English language and literature/letters in the 1989-90 public study means that their average salary is six percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of English language and literature/letters with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

DISCIPLINE: LETTERS

PUBLIC, 1989-90:

MAJOR FIELD: ENGLISH LANGUAGE AND LITERATURE/LETTERS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	44960	1351	181	36232	1028	175	29032	1183	179	26725	219	112	21811	517	104	35206	4079	184
FAC MIX PCT:	0.33			0.25			0.29			0.05			0.13			1.00		
SALARY FACTOR:	0.94			0.94			0.91			0.87			0.90			0.91		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	47675	14459		38628	11578		31938	12067		30892	2249		24285	3029		38789	41133	188
FAC MIX PCT:	0.35			0.28			0.29			0.05			0.07			1.00		

DISCIPLINE:LETTERS

PUBLIC, 1992-93:

MAJOR FIELD: ENGLISH LANGUAGE AND LITERATURE/LETTERS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	49355	1339	178	39524	1106	178	31989	1199	174	30240	162	88	23945	524	110	38556	4168	182
FAC MIX PCT:	0.32			0.27			0.29			0.04			0.13			1.00		
SALARY FACTOR:	0.94			0.93			0.90			0.88			0.90			0.90		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	52457	14885		42528	12077		35529	12869		34198	1862		26557	3029		42746	42860	188
FAC MIX PCT:	0.35			0.28			0.30			0.04			0.07			1.00		

DISCIPLINE: LETTERS

PRIVATE, 1989-90:

MAJOR FIELD: ENGLISH LANGUAGE AND LITERATURE/LETTERS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	43822	812	241	34458	690	236	27728	698	239	26415	122	86	22758	156	89	34916	2356	282
FAC MIX PCT:	0.34			0.29			0.30			0.05			0.07			1.00		
SALARY FACTOR:	0.92			0.93			0.90			0.88			0.92			0.93		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	47390	8138		37041	8025		30809	8093		29894	1382		24640	1447		37657	25703	297
FAC MIX PCT:	0.32			0.31			0.31			0.05			0.06			1.00		

DISCIPLINE: LETTERS

PRIVATE, 1992-93:

MAJOR FIELD: ENGLISH LANGUAGE AND LITERATURE/LETTERS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	50158	864	249	39460	679	235	31746	787	245	29766	100	74	26354	171	94	39832	2501	283
FAC MIX PCT:	0.35			0.27			0.31			0.04			0.07			1.00		
SALARY FACTOR:	0.93			0.93			0.90			0.89			0.94			0.92		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	54149	8627		42539	8327		35164	8585		33342	1122		27900	1349		43175	26888	297
FAC MIX PCT:	0.32			0.31			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 study in the above table, the reader may note that the discipline/major field of English language and literature/letters was reported in 184 of the 188 public institutions. The average salary of the 4,079 faculty was $35,206. This average salary was approximately 10.2 percent lower than the average salary of $38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, English language and literature/letters was reported in 182 of the same 188 public institutions. The average salary of the 4,168 faculty was $38,556. This average salary was approximately 10.9 percent lower than the average salary of $42,746 for all 43,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of English language and literature/letters after three years in the public institutions studied was 9.5 percent ($38,556 minus $35,206 equals $3,350). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. In comparison with the CPI, there was a relative increase in English language and literature/letters average faculty salaries over the three-year period by 3.4 percent or an average of 1.1 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent ($42,746 minus $38,789 equal $3,957). In comparison to English language and literature/letters (9.5%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .7 percent (10.2% minus 9.5% equal .7%) more than faculty in English language and literature/letters.

The reader may note that the faculty mix percentage in English language and literature/letters is higher at the professor rank than at the assistant professor rank in the 1989-90 study: 33 percent vs. 29 percent, and in the 1992-93 study it is 32 percent vs. 29 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in English language and literature/letters in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1989-90, 5.4 percent (219/4,079) vs. 5.5. percent (2,249/-41,133), respectively; and lower in 1992-93, 3.9 percent (162/4,168) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of English language and literature/letters was reported in 282 of the 297 private institutions. The average salary of the 2,356 faculty was $34,916. This average salary was 7.9 percent lower than the average salary of $37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, English language and literature/letters was reported in 282 of the same 297 private institutions. The average salary of the 2,501 faculty was $39,832. This average salary was 8.4 percent lower than the average salary of $43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in English language and literature/letters after three years in the private institutions studied was 14.1 percent ($39,832 minus $34,916 equals $4,916). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries of English language

language and literature/letters over the three-year time period, is 1.2 percent or .4 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent ($43, 175 minus $37,657 equals $5,518). In comparison to English language and literature/-letters (14.1%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by .6 percent (14.7% minus 14.1% equal .6%) more than faculty in English language and literature/letters.

In the discipline/major field of English language and literature/letters, the reader may note that the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank in both studies: 34 percent vs. 30 percent (1989-90), respectively; and 35 percent vs. 31 percent, (1992-93), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-90), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in English language and literature/letters was lower than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 5.2 percent (122/2,356) vs. 5.4 percent (1,382/25,703), respectively, and lower in the 1992-93 private study: 4 percent (100/2,501) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of English language and literature/letters and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 13,104 (9.6%) faculty in the discipline/major field of English language and literature/letters participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the disipline/major field of English language and literature/letters in 1989-90 in the public and private studies were some nine percent and seven percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in English language and literature/letters in 1992-93 in the public and private studies were 10 percent and eight percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in English language and literature/letters in the public institutions received an average annual salary increase 1.1 percent below the cost-of-living. In the private institutions the annual average salary increase was .4 percent above the cost-of-living.

Third, in English language and literature/letters the professor rank FAC MIX PCts are higher than those in the assistant professor rank in both the 1989-90 and 1992-93 public and private studies. These data show that the discipline/-major field of English language and literature/letters, in both the public and private studies, is firmly established and on going in the academy.

Finally, the hiring rate of new assistant professors in English language and literature/letters in both the 1989-90 and 1992-93 public and private studies in lower than the hiring rate in ALL MAJOR FIELDS.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of English language and literature/-letters is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education at Appalachian State University, Boone, North Carolina. Co-author Kimberly Murdock ia a research educationist in the Office of Equal Opportunity Programs at Appalachian State University.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ANTHROPOLOGY

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AND MARKETING MANAGEMENT

CHEMISTRY

COMMUNICATIONS

COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES

CURRICULUM AND INSTRUCTION

DRAMA/THEATER ARTS

ECONOMICS

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGES AND LITERATURES/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

SPEECH PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Boise State University (ID)
Bridgewater State College (MA)
California State University-Fullerton (CA)
California State University-Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, (The) The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Stroudsburg University (PA)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Francis Marion University (SC)
Frostburg State University (MD)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Georgia State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lander University (SC)
Lincoln University (MO)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Mississippi University for Women (MS)
Mississippi Valley State University (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorehead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
North Adams State College (MA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Potsdam College of SUNY (NY)
Queens College (CUNY) (NY)
Radford University (VA)
Ramapo College (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
Sangamon State University (IL)
Shepherd College (WV)
Sonoma State University (CA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud State University (MN)
State University College at Buffalo (NY)
State University College-Old Westbury (NY)
State University of New York College-Fredonia (NY)
State University of New York-Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & M University-Galveston Campus (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama-Huntsville (The) (AL)
University of Alaska Southeast (AK)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland-Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Minnesota Duluth (MN)
University of Missouri-St. Louis (MO)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina-Asheville (NC)
University of North Carolina-Charlotte (NC)
University of North Carolina-Greensboro (NC)
University of North Carolina-Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh-Bradford (PA)
University of Pittsburgh-Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of South Carolina-Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (The) (TN)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the District of Columbia (DC)
University of the Virgin Islands (VI)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Adrian College (MI)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Benedictine College (KS)
Bennett College (NC)
Bentley College (MA)
Berry College (GA)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Bluefield College (VA)
Boston University (MA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Brescia College (KY)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Bucknell University (PA)
Caldwell College (NJ)
Canisius College (NY)
Cardinal Stritch College (WI)
Caribbean University (PR)
Carlow College (PA)
Catawba College (NC)
Cedar Crest College (PA)
Centenary College of Louisiana (LA)
Central College (IA)
Central Wesleyan College (SC)
Christ College Irvine (CA)
Christian Brothers University (TN)
Clarke College (IA)
Coker College (SC)
Colby-Sawyer College (NH)
College of Mount Saint Vincent (NY)
College of Saint Mary (NE)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College Misericordia (PA)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eastern Mennonite College & Seminary (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College (IN)
Franklin Pierce College (NH)
Furman University (SC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grinnell College (IA)
Guilford College (NC)
GMI Engineering & Management Institute (MI)
Hampton University (VA)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Iona College (NY)
John Carroll University (OH)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
Lake Forest College (IL)
Lakeland College (WI)
Lebanon Valley College of Pennsylvania (PA)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis and Clark College (OR)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Loyola University, New Orleans (LA)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)

Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattan College (NY)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Milligan College (TN)
Millikin University (IL)
Mills College (CA)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich Univesrity (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of Holy Cross College (LA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Philadelphia College of Textiles and Science (PA)
Piedmont College (GA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
Reed College (OR)
Regis College (MA)
Regis University (CO)
Rhodes College (TN)
Rider College (NJ)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Bonaventure University (NY)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
Salve Regina University (RI)
Santa Clara University (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
St. Ambrose University (IA)
St. Edward's University (TX)
St. John's University (MN)
St. Mary's University (TX)
St. Norbert College (WI)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
The American University (DC)
The Catholic University of America (DC)
The College of Saint Rose (NY)
The Defiance College (OH)
The Johns Hopkins University (MD)
The Sage Colleges, Russell Sage College (NY)
The University of Charleston (WV)
The University of Findley (OH)
The University of Tulsa (OK)
Thomas More College (KY)
Transylvania University (KY)
Trinity College (DC)
Trinity College of Vermont (VT)
Tufts University (MA)
Tusculum College (TN)
Union College (NE)
University of Central Texas (TX)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
Utica College of Syracuse University (NY)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington College (MA)
Waynesburg College (PA)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (OH)
Wingate College (NC)
Worcester Polytechnic Institute (MA)

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY
IN
FOREIGN LANGUAGES AND LITERATURES
FOR THE YEARS
1989-90 AND 1992-93

By
Richard D. Howe and Loles D. Solis

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including foreign languages and literatures. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/-major field of foreign languages and literatures in the CIP is as follows:

> A summary of groups of instructional programs that describe the study of languages other than English, and the study of related aspects of foreign literatures and cultures.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 99--16.).]

This article presents a summary of the overall average salary increases in the discipline/major field of foreign languages and literatures from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from

those same 188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of foreign languages and literatures for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or 10-month academic year salary of fulltime faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .29 for associate professor of foreign languages and literatures in the 1989-90 public study means that 29 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .95 for associate professors in the discipline/major field of foreign languages and literatures in the 1989-90 public study means that their average salary is five percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of foreign languages and literatures with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

DISCIPLINE: FOREIGN LANGUAGES

PUBLIC, 1989-90:

MAJOR FIELD: FOREIGN LANGUAGES AND LITERATURES

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	46214	405	125	36775	405	131	29608	445	136	26630	70	54	22543	125	61	35945	1380	159
FAC MIX PCT:	0.29			0.29			0.32			0.05			0.09			1.00		
SALARY FACTOR:	0.97			0.95			0.93			0.86			0.93			0.93		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	47675	14459		38628	11578		31938	12067		30892	2249		24285	3029		38789	41133	188
FAC MIX PCT:	0.35			0.28			0.29			0.05			0.07			1.00		

DISCIPLINE: FOREIGN LANGUAGES

PUBLIC, 1992-93:

MAJOR FIELD: FOREIGN LANGUAGES AND LITERATURES

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	50408	424	127	40303	424	132	32756	502	137	31174	82	59	25099	150	64	39113	1500	160
FAC MIX PCT:	0.28			0.28			0.33			0.05			0.10			1.00		
SALARY FACTOR:	0.96			0.95			0.92			0.91			0.95			0.92		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	52457	14885		42528	12077		35529	12869		34198	1862		26557	3029		42746	42860	188
FAC MIX PCT:	0.35			0.28			0.30			0.04			0.07			1.00		

DISCIPLINE: FOREIGN LANGUAGES

PRIVATE, 1989-90:

MAJOR FIELD: FOREIGN LANGUAGES AND LITERATURES

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	44069	350	149	35526	454	165	28980	452	169	27026	83	65	23891	131	77	34449	1387	237
FAC MIX PCT:	0.25			0.33			0.33			0.06			0.09			1.00		
SALARY FACTOR:	0.93			0.96			0.94			0.90			0.97			0.91		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	47390	8138		37041	8025		30809	8093		29894	1382		24640	1447		37657	25703	297
FAC MIX PCT:	0.32			0.31			0.31			0.05			0.06			1.00		

DISCIPLINE: FOREIGN LANGUAGES

PRIVATE, 1992-93:

MAJOR FIELD: FOREIGN LANGUAGES AND LITERATURES

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	51081	394	161	40581	462	162	32858	538	189	30780	77	56	26627	147	74	39238	1541	246
FAC MIX PCT:	0.26			0.30			0.35			0.05			0.10			1.00		
SALARY FACTOR:	0.94			0.95			0.93			0.92			0.95			0.91		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	54149	8627		42539	8327		35164	8585		33342	1122		27900	1349		43175	26888	297
FAC MIX PCT:	0.32			0.31			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of foreign languages and literatures was reported in 159 of the 188 public institutions. The average salary of the 1,380 faculty was $35,945. This average salary was approximately 7.9 percent lower than the average salary of $38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, foreign languages and literatures was reported in 160 of the same 188 public institutions. The average salary of the 1,500 faculty was $38,113. This average salary was approximately 9.3 percent lower than the average salary of $42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of foreign languages and literatures after three years in the public institutions studied was 8.8 percent ($39,113 minus $35,945 equals $3,168). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. In comparison with the CPI, there was a relative increase in foreign languages average faculty salaries over the three-year period by 4.1 percent or an average of 1.4 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent ($42,746 minus $38,789 equals $3,957). In comparison to the discipline/major field of foreign languages and literatures (8.8%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.4 percent (10.2% minus 8.8% equals 1.4%) less than faculty in foreign languages and literatures.

The reader may note that the faculty mix percentage in foreign languages and literatures is lower at the professor rank than at the assistant professor rank in the 1989- 90 study: 29 percent vs. 32 percent, and in the 1992-93 study it is 28 percent vs. 33 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in foreign languages in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1989-90, 5.1 percent (70/1,380) vs. 5.5 percent (2,249/41,133), respectively; and higher in 1992-93, 5.5 percent (82/1500) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of foreign languages and literatures was reported in 237 of the 297 private institutions. The average salary of the 1,387 faculty was $34,449. This average salary was 9.3 percent lower than the average salary of $37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, foreign languages and literatures was reported in 246 of the same 297 private institutions. The average salary of the 1,541 faculty was $39,238. This average salary was 10 percent lower than the average salary of $43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in foreign languages and literatures after three years in the private institutions studied was 14.0 percent ($39,238 minus $34,449 equals $4,789). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries of foreign languages and literatures over the three-year time period, is 1.1 percent or .37 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent ($43,175 minus $37,657 equals $5,518). In comparison to the discipline/major field of foreign languages and literatures (14.0%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.7 percent (14.7% minus 14.5% equals 0.7%) more than faculty in foreign languages and literatures.

In the discipline/major field of foreign languages and literatures, the reader may note that the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank in both studies: 25 percent vs. 33 percent (1989-90), respectively; and 26 percent vs. 35 percent, (1992-93), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-1990), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in foreign languages and literatures was higher than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 6 percent (83/1,387) vs. 5.4 percent (1,382/25,703), respectively, and also higher in the 1992-93 private study: 5 percent (77/1,541) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of foreign languages and literatures and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 5,808 (4.3%) faculty in the discipline/major field of foreign languages and literatures participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of foreign languages and literatures in 1989-90 in the public and private studies were some seven percent and nine percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in foreign languages and literatures in 1992-93 in the public and private studies were eight percent and nine percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in foreign languages and literatures in the public institutions received an average annual salary increase of .9 percent each year below the cost-of-living. In the private institutions the annual average salary increase was .37 percent each year above the cost-of-living.

Third, in the discipline/major field of foreign languages and literatures the professor rank FAC MIX PCTs are lower than those in the assistant professor rank in both the 1989-90 and 1992-93 public studies, and the same is true both in the 1989-90 and 1992-93 private studies.

Finally, the hiring rate of new assistant professors in foreign languages and literatures was lower than in ALL MAJOR FIELDS in the 1989-90 public study and higher in the 1992-93 study. In the private studies the hiring rate was higher than in ALL MAJOR FIELDS in both the 1989-90 and 1992-93 studies.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of foreign languages and literatures is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

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C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ANTHROPOLOGY

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AND MARKETING MANAGEMENT

CHEMISTRY

COMMUNICATIONS

COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES

CURRICULUM AND INSTRUCTION

DRAMA/THEATER ARTS

ECONOMICS

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGES AND LITERATURES/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

SPEECH PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Boise State University (ID)
Bridgewater State College (MA)
California State University-Fullerton (CA)
California State University-Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, (The) The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Stroudsburg University (PA)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Francis Marion University (SC)
Frostburg State University (MD)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Georgia State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lander University (SC)
Lincoln University (MO)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Mississippi University for Women (MS)
Mississippi Valley State University (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorehead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
North Adams State College (MA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Potsdam College of SUNY (NY)
Queens College (CUNY) (NY)
Radford University (VA)
Ramapo College (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
Sangamon State University (IL)
Shepherd College (WV)
Sonoma State University (CA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud State University (MN)
State University College at Buffalo (NY)
State University College-Old Westbury (NY)
State University of New York College-Fredonia (NY)
State University of New York-Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & M University-Galveston Campus (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama-Huntsville (The) (AL)
University of Alaska Southeast (AK)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland-Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Minnesota Duluth (MN)
University of Missouri-St. Louis (MO)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina-Asheville (NC)
University of North Carolina-Charlotte (NC)
University of North Carolina-Greensboro (NC)
University of North Carolina-Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh-Bradford (PA)
University of Pittsburgh-Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of South Carolina-Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (The) (TN)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the District of Columbia (DC)
University of the Virgin Islands (VI)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Adrian College (MI)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Benedictine College (KS)
Bennett College (NC)
Bentley College (MA)
Berry College (GA)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Bluefield College (VA)
Boston University (MA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Brescia College (KY)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Bucknell University (PA)
Caldwell College (NJ)
Canisius College (NY)
Cardinal Stritch College (WI)
Caribbean University (PR)
Carlow College (PA)
Catawba College (NC)
Cedar Crest College (PA)
Centenary College of Louisiana (LA)
Central College (IA)
Central Wesleyan College (SC)
Christ College Irvine (CA)
Christian Brothers University (TN)
Clarke College (IA)
Coker College (SC)
Colby-Sawyer College (NH)
College of Mount Saint Vincent (NY)
College of Saint Mary (NE)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College Misericordia (PA)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eastern Mennonite College & Seminary (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
Faith Baptist Bible College &
  Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College (IN)
Franklin Pierce College (NH)
Furman University (SC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grinnell College (IA)
Guilford College (NC)
GMI Engineering & Management Institute (MI)
Hampton University (VA)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Iona College (NY)
John Carroll University (OH)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
Lake Forest College (IL)
Lakeland College (WI)
Lebanon Valley College of Pennsylvania (PA)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis and Clark College (OR)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Loyola University, New Orleans (LA)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattan College (NY)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Milligan College (TN)
Millikin University (IL)
Mills College (CA)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich Univesrity (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of Holy Cross College (LA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Philadelphia College of Textiles and Science (PA)
Piedmont College (GA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
Reed College (OR)
Regis College (MA)
Regis University (CO)
Rhodes College (TN)
Rider College (NJ)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Bonaventure University (NY)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
Salve Regina University (RI)
Santa Clara University (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
St. Ambrose University (IA)
St. Edward's University (TX)
St. John's University (MN)
St. Mary's University (TX)
St. Norbert College (WI)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
The American University (DC)
The Catholic University of America (DC)
The College of Saint Rose (NY)
The Defiance College (OH)
The Johns Hopkins University (MD)
The Sage Colleges, Russell Sage College (NY)
The University of Charleston (WV)
The University of Findley (OH)
The University of Tulsa (OK)
Thomas More College (KY)
Transylvania University (KY)
Trinity College (DC)
Trinity College of Vermont (VT)
Tufts University (MA)
Tusculum College (TN)
Union College (NE)
University of Central Texas (TX)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
Utica College of Syracuse University (NY)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington College (MA)
Waynesburg College (PA)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell College (MD)
William Penn College (IA)
Wilmington College (OH)
Wingate College (NC)
Worcester Polytechnic Institute (MA)

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN GEOGRAPHY FOR THE YEARS 1989-90 AND 1992-93

By
Richard D. Howe and Neal G. Lineback

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including geography. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of geography in the CIP is as follows:

> An instructional program that describes the systematic study of the spatial distribution and interrelationships of people, natural resources, plant and animal life. Includes instruction in historical and political geography, cultural geography, economic and physical geography, regional science, cartographic methods, remote sensing, spatial analysis, and applications to areas such as land-use planning, development studies, and analyses of specific countries, regions, and resources.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 146--45.0701).]

This article presents a summary of the overall average salary increases in the discipline/major field of geography from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions (Table 1). Of the 278 institutions which participated in CUPA's PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of geography faculty for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .28 for associate professor of geography in the 1989-90 public study means that 28 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .98 for associate professors in the discipline/major field of geography in the 1989-90 public study means that their average salary is 2 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of geography with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

Table 1

Salary Trends in Academic Geography-1989-1990 to 1992-93

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
							DISCIPLINE: SOCIAL SCIENCES											
PUBLIC, 1989-90:							MAJOR FIELD: GEOGRAPHY											
AVERAGE SALARY:	47709	233	76	37693	165	72	30812	169	76	28432	21	21	23598	19	17	39234	586	105
FAC MIX PCT:	0.40			0.28			0.29			0.04			0.03			1.00		
SALARY FACTOR:	1.00			0.98			0.96			0.92			0.97			1.01		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	47675	14459		38628	11578		31938	12067		30892	2249		24285	3029		38789	41133	188
FAC MIX PCT:	0.35			0.28			0.29			0.05			0.07			1.00		
							DISCIPLINE: SOCIAL SCIENCES											
PUBLIC, 1992-93:							MAJOR FIELD: GEOGRAPHY											
AVERAGE SALARY:	52119	233	77	41128	170	69	33799	154	74	32764	20	15	27829	16	14	43256	573	99
FAC MIX PCT:	0.41			0.30			0.27			0.03			0.03			1.00		
SALARY FACTOR:	0.99			0.97			0.95			0.96			1.05			1.01		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	52457	14885		42528	12077		35529	12869		34198	1862		26557	3029		42746	42860	188
FAC MIX PCT:	0.35			0.28			0.30			0.04			0.07			1.00		
							DISCPLINE: SOCIAL SERVICES											
PRIVATE, 1989-90:							MAJOR FIELD: GEOGRAPHY											
AVERAGE SALARY:	52819	20	11	34996	15	11	29683	19	10	30625	4	3	32750	2	2	39478	56	18
FAC MIX PCT:	0.36			0.27			0.34			0.07			0.04			1.00		
SALARY FACTOR:	1.11			0.94			0.96			1.02			1.33			1.05		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	47390	8138		37041	8025		30809	8093		29894	1382		24640	1447		37657	25703	297
FAC MIX PCT:	0.32			0.31			0.31			0.05			0.06			1.00		
							DISCIPLINE: SOCIAL SCIENCES											
PRIVATE, 1992-93:							MAJOR FIELD: GEOGRAPHY											
AVERAGE SALARY:	57861	16	11	40326	15	10	33292	24	12	34000	3	2	26967	3	3	41561	58	18
FAC MIX PCT:	0.28			0.26			0.41			0.05			0.05			1.00		
SALARY FACTOR:	1.07			0.95			0.95			1.02			0.97			0.96		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	54149	8627		42539	8327		35164	8585		33342	1122		27900	1349		43175	26888	297
FAC MIX PCT:	0.32			0.31			0.32			0.04			0.05			1.00		

Source: College and University Personnel Association, Washington, D.C.

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of geography was reported in 105 of the 188 public institutions. The average salary of the 586 faculty was $39,234. This average salary was approximately 1.1 percent higher than the average salary of $38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of geography was reported in 99 of the same 188 public institutions. The average salary of the 573 faculty was $43,256. This average salary was approximately 1.2 percent higher than the average salary of $42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of geography after three years in the public institutions studied was 10.3 percent ($43,256 minus $39,234 equals $4,022). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average salaries of geography faculty over the three-year period, is 2.6 percent or .9 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent ($42,746 minus $38,789 equals $3,957). In comparison to the discipline/major field of geography (10.3), therefore, the faculty in ALL MAJOR FIELDS received a relative annual increase in their salaries of 0.1 percent (10.3% minus 10.2% equals 0.1%) less than faculty in the discipline/major field of geography.

The reader may note that the faculty mix percentage in geography is higher at the professor rank than at the assistant professor rank in the 1989-90 study: 40 percent vs. 29 percent, and in the 1992-93 study it is 41 percent vs. 27 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in geography in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1989-90, 3.6 percent (21/586) vs. 5.5 percent (2,249/41,133), respectively; and lower in 1992-93, 3.5 percent (20/573) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of geography was reported in 18 of the 297 private institutions. The average salary of the 56 faculty was $39,478. This average salary was 4.8 percent higher than the average salary of $37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/-major field of geography was reported in 18 of the same 297 private institutions. The average salary of the 58 faculty was $41,561. This average salary was 3.9 percent lower than the average salary of $43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in geography after three years in the private institutions studied was 5.3 percent ($41,561 minus $39,478 equals $2,083). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore,in the average geography faculty salaries over the three-year time period, is 7.6 percent or 2.5 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent ($43,175 minus

$37,657 equals $5,518). In comparison to the discipline/major field of geography (5.3), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 9.4 percent (14.7% minus 5.3 equals 9.4%) more than faculty in geography.

In the discipline/major field of geography, the reader may note that the faculty mix percentage in the 1989-90 study is higher at the professor rank in comparison to the assistant professor rank: 36 percent vs. 34 percent, and it was lower in the 1992-93 study: 28 percent vs. 41 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-90), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in geography was higher than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 7.1 percent (4/56) vs. 5.4 percent (1,382/25,703), respectively, and higher in the 1992-93 private study: 5.2 percent (3/58) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of geography and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,273 (.9%) faculty in the discipline/major field of goegraphy participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary factors in the discipline/major field of geography in 1989-90 in the public and private studies were one percent and five percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in geography in 1992-93 in the public and private studies were one percent above and four percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in geography in the public institutions received an average annual salary increase of .9 percent below the cost-of-living. In the private institutions the annual average salary increase was 2.5 percent below the cost-of-living.

Third, in the discipline/major field of geography the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1989-90 and 1992-93 public studies, but in both the 1989-90 and 1992-93 private studies the professor rank FAC MIX PCTs are lower than those in the assistant professor rank.

Finally, the hiring rate of new assistant professors in geography in the 1989-90 and 1992-93 public studies is lower than in ALL MAJOR FIELDS but in the 1989-90 and 1992-93 private studies the hiring rate is higher than in ALL MAJOR FIELDS.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of geography is being developed, it is anticipated that future articles on this subject will become more valuable for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education at Appalachian State University, Boone, North Carolina. Co-author Neal G. Lineback is chairperson and professor of geography and planning at Appalachian State University and writes a nationally-syndicated weekly newspaper column, "Geography in the News".

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 11

B - LIST OF PUBLIC Participating Institutions, page 12

C - LIST OF PRIVATE Participating Institutions, page 15

Literature Cited

College and University Personnel Association. 1993, *National Faculty Salary Survey by Discipline and Rank in Public Colleges and Universities*. Washington, D.C.; College and University Personnel Association.

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American Association of State Colleges and Universities and the College and University Personnel Association. 1990, *1989-90 National Faculty Salary Survey by Discipline and Rank in Private Colleges and Universities*. Washington, D.C.; College and University Personnel Association.

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ANTHROPOLOGY

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AND MARKETING MANAGEMENT

CHEMISTRY

COMMUNICATIONS

COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES

CURRICULUM AND INSTRUCTION

DRAMA/THEATER ARTS

ECONOMICS

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGES AND LITERATURES/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

SPEECH PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)*
Angelo State University (TX)
Appalachian State University (NC)*
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)*
Ball State University (IN)*
Black Hills State University (SD)*
Bloomsburg University of Pennsylvania (PA)*
Bluefield State College (WV)
Boise State University (ID)
Bridgewater State College (MA)
California State University-Fullerton (CA)*
California State University-Los Angeles (CA)*
Castleton State College (VT)*
Central Michigan University (MI)*
Central Missouri State University (MO)*
Chadron State College (NE)*
Christopher Newport University (VA)*
Citadel, (The) The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)*
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)*
East Stroudsburg University (PA)*
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)*
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)*
Emporia State University (KS)*
Fayetteville State University (NC)
Fort Hays State University (KS)
Francis Marion University (SC)*
Frostburg State University (MD)*
Georgia College (GA)
Georgia Southern University (GA)*
Georgia Southwestern College (GA)
Georgia State University (GA)*
Glenville State College (WV)*
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Indiana State University (IN)*
Indiana University of Pennsylvania (PA)*
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kennesaw State College (GA)
Kent State University (OH)*
Kutztown University of Pennsylvania (PA)*
Lander University (SC)
Lincoln University (MO)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)*
Louisiana Tech University (LA)
Marshall University (WV)*
Mary Washington College (VA)*
McNeese State University (LA)
Memphis State University (TN)*
Mesa State College (CO)
Metropolitan State College of Denver (CO)*
Metropolitan State University (MN)
Middle Tennessee State University (TN)*
Millersville University of Pennsylvania (PA)*
Mississippi University for Women (MS)
Mississippi Valley State University (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorehead State University (MN)*
Morehead State University (KY)*
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
North Adams State College (MA)*
Northeast Missouri State University (MO)*
Northeastern Illinois University (IL)*
Northern Arizona University (AZ)*
Northern Kentucky University (KY)*
Northern State University (SD)
Northwestern State University of Louisiana (LA)*
Oakland University (MI)
Old Dominion University (VA)*
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)*
Portland State University (OR)*
Potsdam College of SUNY (NY)
Queens College (CUNY) (NY)
Radford University (VA)*
Ramapo College (NJ)
Rhode Island College (RI)*
Saginaw Valley State University (MI)
Salem State College (MA)*
Salisbury State University (MD)*
Sam Houston State University (TX)*
Sangamon State University (IL)
Shepherd College (WV)*
Sonoma State University (CA)*
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)*
Southeastern Oklahoma State University (OK)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)*
Southern Illinois University at Edwardsville (IL)*
Southern Oregon State College (OR)*
Southwest Missouri State University (MO)*
Southwest State University (MN)
Southwest Texas State University (TX)*
St.Cloud State University (MN)*
State University College at Buffalo (NY)*
State University College-Old Westbury (NY)
State University of New York College-Fredonia (NY)
State University of New York-Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)*

Texas A & M University-Galveston Campus (TX)
Towson State University (MD)*
Trenton State College (NJ)*
University of Akron (OH)*
University of Alabama-Huntsville (The) (AL)
University of Alaska Southeast (AK)
University of Central Oklahoma (OK)*
University of Colorado at Denver (CO)*
University of Houston-Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland-Baltimore County (MD)*
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Minnesota Duluth (MN)
University of Missouri-St. Louis (MO)
University of Nebraska at Kearney (NE)*
University of Nebraska at Omaha (NE)*
University of North Carolina-Asheville (NC)
University of North Carolina-Charlotte (NC)*
University of North Carolina-Greensboro (NC)*
University of North Carolina-Wilmington (NC)
University of North Texas (TX)*
University of Northern Colorado (CO)*
University of Northern Iowa (IA)*
University of Pittsburgh-Bradford (PA)
University of Pittsburgh-Johnstown (PA)*
University of Puerto Rico-Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)*
University of South Carolina-Coastal Carolina College (SC)*
University of South Carolina-Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)*
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (The) (TN)*
University of Texas at San Antonio (TX)*
University of Texas at Tyler (TX)
University of the District of Columbia (DC)*
University of the Virgin Islands (VI)
University of Wisconsin-Eau Claire (WI)*
University of Wisconsin-La Crosse (WI)*
University of Wisconsin-Parkside (WI)*
University of Wisconsin-Platteville (WI)*

Participating Institutions (continued):

Valdosta State College (GA)
Valley City State University (ND)
Washburn University (KS)*
Wayne State University (NE)
Weber State University (UT)*
West Chester University (PA)*
West Georgia College (GA)*
Western Illinois University (IL)*
Western Kentucky University (KY)*
Western Michigan University (MI)*
Western Oregon State College (OR)*
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)*
Winona State University (MN)*
Winston-Salem State University (NC)
Worcester State College (MA)*
Youngstown State University (OH)*

Total Institutions: 188

*Denotes institutions reporting geography as a discipline.

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Adrian College (MI)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)*
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)*
Augustana College (IL)*
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Benedictine College (KS)
Bennett College (NC)
Bentley College (MA)
Berry College (GA)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Bluefield College (VA)
Boston University (MA)*
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Brescia College (KY)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Bucknell University (PA)*
Caldwell College (NJ)
Canisius College (NY)
Cardinal Stritch College (WI)
Caribbean University (PR)
Carlow College (PA)
Catawba College (NC)
Cedar Crest College (PA)
Centenary College of Louisiana (LA)
Central College (IA)*
Central Wesleyan College (SC)
Christ College Irvine (CA)
Christian Brothers University (TN)
Clarke College (IA)
Coker College (SC)
Colby-Sawyer College (NH)
College of Mount Saint Vincent (NY)
College of Saint Mary (NE)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College Misericordia (PA)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
DePaul University (IL)*
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eastern Mennonite College & Seminary (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emerson College (MA)
Emory & Henry College (VA)*
Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
Faith Baptist Bible College &
Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College (IN)
Franklin Pierce College (NH)
Furman University (SC)
George Washington University (DC)*
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grinnell College (IA)
Guilford College (NC)
GMI Engineering & Management Institute (MI)
Hampton University (VA)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Iona College (NY)
John Carroll University (OH)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
Lake Forest College (IL)
Lakeland College (WI)
Lebanon Valley College of Pennsylvania (PA)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis and Clark College (OR)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Loyola University, New Orleans (LA)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)

Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattan College (NY)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Milligan College (TN)
Millikin University (IL)
Mills College (CA)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (MH)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich Univesrity (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of Holy Cross College (LA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Philadelphia College of Textiles and Science (PA)
Piedmont College (GA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
Reed College (OR)
Regis College (MA)
Regis University (CO)
Rhodes College (TN)
Rider College (NJ)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Bonaventure University (NY)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)*
Salem College (NC)
Salve Regina University (RI)*
Santa Clara University (CA)
Seattle Pacific University (WA)*
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
St. Ambrose University (IA)
St. Edward's University (TX)
St. John's University (MN)
St. Mary's University (TX)
St. Norbert College (WI)*
Stillman College (AL)*
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)*
Texas Christian University (TX)
The American University (DC)
The Catholic University of America (DC)
The College of Saint Rose (NY)
The Defiance College (OH)
The Johns Hopkins University (MD)
The Sage Colleges, Russell Sage College (NY)
The University of Charleston (WV)
The University of Findley (OH)
The University of Tulsa (OK)
Thomas More College (KY)
Transylvania University (KY)
Trinity College (DC)
Trinity College of Vermont (VT)
Tufts University (MA)
Tusculum College (TN)
Union College (NE)
University of Central Texas (TX)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)*
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)*
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
Utica College of Syracuse University (NY)
Valparaiso University (IN)*
Virginia Intermont College (VA)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington College (MA)
Waynesburg College (PA)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell College (MD)
William Penn College (IA)
Wilmington College (OH)
Wingate College (NC)
Worcester Polytechnic Institute (MA)

Total Institutions: 297

*Denotes institutions reporting geography as a discipline.

ABSTRACT

This paper analyzed salary trends by academic rank for geography faculty between 1989-90 and 1992-93. Salaries and hiring rates were compared with those of all major fields for both public and private academic institutions. Sources of data were annual reports from the College and University Personnel Association. **Key Words: salaries, hiring rates.**

SALARY-TREND STUDY OF FACULTY IN GEOLOGY FOR THE YEARS 1989-90 AND 1992-93

By
Richard D. Howe and Richard N. Abbott, Jr.

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted national faculty salary studies annually by discipline and rank through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including geology. The disciplines were chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990. The definition of the discipline/major field of geology in the _CIP_ is as follows:

> An instructional program that describes the scientific study of the earth; the forces acting upon it; and the behavior of the solids, liquids and gases comprising it. Includes instruction in historical geology, geomorphology, sedimentology, the chemistry of rocks and soils, stratigraphy, mineralogy, petrology, geostatistics, volcanology, glaciology, geophysical principles, and applications to research and industrial problems.
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990], p. 131--40.0601).]

This article presents a summary of the overall average salary increases in the discipline/major field of geology from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of

1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries in geology for both public and private institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI provides a more precise representation of "real" salary increases.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .32 for associate professor of geology in the 1989-90 public study means that 32 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank is the ratio of the average salary for a given discipline/major field to the average salary for all disciplines of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .97 for associate professors in the discipline/major field of geology in the 1989-90 public study means that their average salary is 3 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of geology with the entire data base for each study.

Of particular importance to the reader is the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: GEOLOGY																		
PUBLIC, 1989-90:																		
AVERAGE SALARY:	47080	257	79	37399	[illegible]	68	30531	87	52	28499	19	18	26719	8	7	40903	515	92
FAC MIX PCT:	0.50			0.32			0.17			0.04			0.02			1.00		
SALARY FACTOR:	0.99			0.97			0.96			0.92			1.10			1.05		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47675	14459		38628	11578		31938	12067		30892	2249		24285	3029		38789	41133	188
FAC MIX PCT:	0.35			0.28			0.29			0.05			0.07			1.00		
DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: GEOLOGY																		
PUBLIC, 1992-93:																		
AVERAGE SALARY:	51875	286	84	40226	143	64	33010	93	53	30372	14	12	26399	8	8	45037	530	94
FAC MIX PCT:	0.54			0.27			0.18			0.03			0.02			1.00		
SALARY FACTOR:	0.99			0.95			0.93			0.89			0.99			1.05		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	52457	14885		42528	12077		35529	12869		34198	1862		26557	3029		42746	42860	188
FAC MIX PCT:	0.35			0.28			0.30			0.04			0.07			1.00		

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: GEOLOGY																		
PRIVATE, 1989-90:																		
AVERAGE SALARY:	51298	86	38	37125	50	31	29936	27	19	27000	1	1	27000	1	1	43311	164	49
FAC MIX PCT:	0.52			0.30			0.16			0.01			0.01			1.00		
SALARY FACTOR:	1.08			1.00			0.97			0.90			1.10			1.15		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47390	8138		37041	8025		30809	8093		29894	1382		24640	1447		37657	25703	297
FAC MIX PCT:	0.32			0.31			0.31			0.05			0.06			1.00		
DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: GEOLOGY																		
PRIVATE, 1992-93:																		
AVERAGE SALARY:	58365	85	38	43231	54	33	35111	33	26	33404	6	6	29888	4	4	48714	176	53
FAC MIX PCT:	0.48			0.31			0.19			0.03			0.02			1.00		
SALARY FACTOR:	1.08			1.02			1.00			1.00			1.07			1.13		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54149	8627		42539	8327		35164	8585		33342	1122		27900	1349		43175	26888	297
FAC MIX PCT:	0.32			0.31			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of geology was reported in 92 of the 188 public institutions. The average salary of the 515 faculty was $40,903. This average salary was approximately 5.4 percent higher than the average salary of $38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of geology was reported in 94 of the same 188 public institutions. The average salary of the 530 faculty was $45,037. This average salary was approximately 5.4 percent higher than the average salary of $42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of geology after three years in the public institutions studied was 10.1 percent ($45,037 minus $40,903 equals $4,134). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. In comparison with the CPI, there was a relative increase in geology average faculty salaries over the three-year period by 2.8 percent or an average of .9 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent ($42,746 minus $38,789 equals $3,957). In comparison to the discipline/major field of geology (10.1%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries over three years of .1 percent points (10.2% minus 10.1% equals .1%) more than faculty in the discipline/major field of geology.

The reader may note that the faculty mix percentage in geology is higher at at the professor rank than at the assistant professor rank in the 1989-90 study: 50 percent vs. 17 percent, and in the 1992-93 study it is 54 percent vs. 18 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in geology in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1989-90, 3.7 percent (19/515) vs. 5.5 percent (2,249/41,133), respectively; and lower in 1992-93, 2.6 percent (14/530) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of geology was reported in 49 of the 297 private institutions. The average salary of the 164 faculty was $43,311. This average salary was 15 percent higher than the average salary of $37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/-major field of geology was reported in 53 of the same 297 private institutions. The average salary of the 176 faculty was $48,714. This average salary was 12.8 percent higher than the average salary of $43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in geology after three years in the private institutions studied was 12.5 percent ($48,714 minus $43,311 equals $5,403). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is .4 percent or .13 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent ($43,175 minus $37,657 equals $5,518). In comparison to the discipline/major field of geology

(12.5%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.2 percent points (14.7% minus 12.5% equals 2.2%) more than faculty in geology.

In the discipline/major field of geology, the reader may note that the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank in both studies: 52 percent vs. 16 percent (1989-90), respectively; and 48 percent vs. 19 percent, (1992-93), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-1990), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in geology was lower than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: .6 percent (1/164) vs. 5.4 percent (1,382/25,703), respectively, and also lower in the 1992-93 private study: 3.4 percent (6/176) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of geology and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,385 (1%) faculty in the discipline/major field of geology participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of geology in 1989-90 in the public and private studies were respectively some 5 percent and 15 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00). The average faculty salary factors for all ranks in geology in 1992-93 in the public and private studies were respectively 5 percent and 13 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00).

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989. This indicates that the faculty in geology in the public institutions received an average annual salary increase of .9 percent each year below the cost-of-living. In the private institutions the annual average salary increase was .13 percent each year below the cost-of-living.

Third, in the discipline/major field of geology the professor rank FAC MIX PCTs are significantly higher than those in the assistant professor rank in both the 1989-90 and 1992-93 public and private studies. These data show that geology is an established discipline in academia.

Finally, the hiring rate of new assistant professors in geology in the 1989-90 and 1992-93 public and private studies was lower than in ALL MAJOR FIELDS.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of geology is being developed, it is anticipated that future articles on this subject will become more valuable for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ANTHROPOLOGY

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AND MARKETING MANAGEMENT

CHEMISTRY

COMMUNICATIONS

COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES

CURRICULUM AND INSTRUCTION

DRAMA/THEATER ARTS

ECONOMICS

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGES AND LITERATURES/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

SPEECH PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Boise State University (ID)
Bridgewater State College (MA)
California State University-Fullerton (CA)
California State University-Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, (The) The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Stroudsburg University (PA)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Francis Marion University (SC)
Frostburg State University (MD)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Georgia State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University (PA)
Lander University (SC)
Lincoln University (MO)
Lincoln University of Pennsylvania (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Mississippi University for Women (MS)
Mississippi Valley State University (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorehead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
North Adams State College (MA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Potsdam College of SUNY (NY)
Queens College (CUNY) (NY)
Radford University (VA)
Ramapo College (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
Sangamon State University (IL)
Shepherd College (WV)
Sonoma State University (CA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud State University (MN)
State University College at Buffalo (NY)
State University College-Old Westbury (NY)
State University of New York College-Fredonia (NY)
State University of New York-Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & M University-Galveston Campus (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama-Huntsville (The) (AL)
University of Alaska Southeast (AK)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland-Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Minnesota Duluth (MN)
University of Missouri-St. Louis (MO)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina-Asheville (NC)
University of North Carolina-Charlotte (NC)
University of North Carolina-Greensboro (NC)
University of North Carolina-Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh-Bradford (PA)
University of Pittsburgh-Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina Coastal Carolina College (SC)
University of South Carolina-Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (The) (TN)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the District of Columbia (DC)
University of the Virgin Islands (VI)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Adrian College (MI)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Benedictine College (KS)
Bennett College (NC)
Bentley College (MA)
Berry College (GA)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Bluefield College (VA)
Boston University (MA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Brescia College (KY)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Bucknell University (PA)
Caldwell College (NJ)
Canisius College (NY)
Cardinal Stritch College (WI)
Caribbean University (PR)
Carlow College (PA)
Catawba College (NC)
Cedar Crest College (PA)
Centenary College of Louisiana (LA)
Central College (IA)
Central Wesleyan College (SC)
Christ College Irvine (CA)
Christian Brothers University (TN)
Clarke College (IA)
Coker College (SC)
Colby-Sawyer College (NH)
College of Mount Saint Vincent (NY)
College of Saint Mary (NE)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College Misericordia (PA)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eastern Mennonite College & Seminary (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College (IN)
Franklin Pierce College (NH)
Furman University (SC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grinnell College (IA)
Guilford College (NC)
GMI Engineering & Management Institute (MI)
Hampton University (VA)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Iona College (NY)
John Carroll University (OH)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
Lake Forest College (IL)
Lakeland College (WI)
Lebanon Valley College of Pennsylvania (PA)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis and Clark College (OR)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Loyola University, New Orleans (LA)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattan College (NY)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Milligan College (TN)
Millikin University (IL)
Mills College (CA)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich Univesrity (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of Holy Cross College (LA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Philadelphia College of Textiles and Science (PA)
Piedmont College (GA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
Reed College (OR)
Regis College (MA)
Regis University (CO)
Rhodes College (TN)
Rider College (NJ)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Bonaventure University (NY)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
Salve Regina University (RI)
Santa Clara University (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
St. Ambrose University (IA)
St. Edward's University (TX)
St. John's University (MN)
St. Mary's University (TX)
St. Norbert College (WI)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
The American University (DC)
The Catholic University of America (DC)
The College of Saint Rose (NY)
The Defiance College (OH)
The Johns Hopkins University (MD)
The Sage Colleges, Russell Sage College (NY)
The University of Charleston (WV)
The University of Findley (OH)
The University of Tulsa (OK)
Thomas More College (KY)
Transylvania University (KY)
Trinity College (DC)
Trinity College of Vermont (VT)
Tufts University (MA)
Tusculum College (TN)
Union College (NE)
University of Central Texas (TX)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
Utica College of Syracuse University (NY)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington College (MA)
Waynesburg College (PA)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell College (MD)
William Penn College (IA)
Wilmington College (OH)
Wingate College (NC)
Worcester Polytechnic Institute (MA)

Total Institutions: 297